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January 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Our January cover is both scenic and symbolic. On the one hand, it shows nature in its rugged splendor along the South Rim of the Grand Canyon in Arizona. On the other, it portrays the desolation of a region of the United States which is now suffering high unemployment—over 10% in some areas. It also is an introduction to our lead article in this issue of *Carpenter*, which describes the inroads of alien, undocumented workers in the job markets of the Southwest.

Our view of the Grand Canyon is from Mather Point, the most popular tourist lookout spot along the South Rim. Even here unemployment is evident. Young Indians from nearby reservations spread trinkets on blankets, hoping to sell them at any price to passing tourists. They run for cover when park rangers arrive, since they are breaking rules against vending in a national park.

Unemployment in Arizona rose from 6.5% in September 1985 to 6.9% in September 1986. In New Mexico unemployment stood at 8.4% in September 1985; it rose to 9% last September. The State of Texas, meanwhile, had an overall unemployment in 1985 of 7.2%; it now is at 9.1% because of the continuing recession in the petroleum industry.

This month, snow blankets much of the region's scenic beauty, but there is the promise of another spring. Hope for better days pervades the thoughts of Southwesterners as we begin a new year.—Photo by E. Cooper for H. Armstrong Roberts



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The houses and hovels of Mexicans line the hillside in Ciudad Juarez, at left. The Rio Grande River, which can be waded, is in the foreground.

Undocumented Workers Take Davis-Bacon Jobs in El Paso, Texas

Blue license plates from Juarez surround construction sites at Fort Bliss, Biggs Field, other federally-supported installations. Alien workers converge on many other towns in four Southwest states. While the Immigration Law is new, Davis-Bacon has been around for 40 years. It must be enforced!

Every morning their cars and trucks line up at the bridge on the Juarez side of the Rio Grande, and the U.S. Border Patrol waves them through into El Paso—hundreds, sometimes thousands, of Mexican workers and Central American refugees looking for jobs or holding down regular jobs without the required green temporary-worker cards.

The line gets so long at the bridge that many Mexicans simply wade the river and crawl through holes in the fence at the international border.

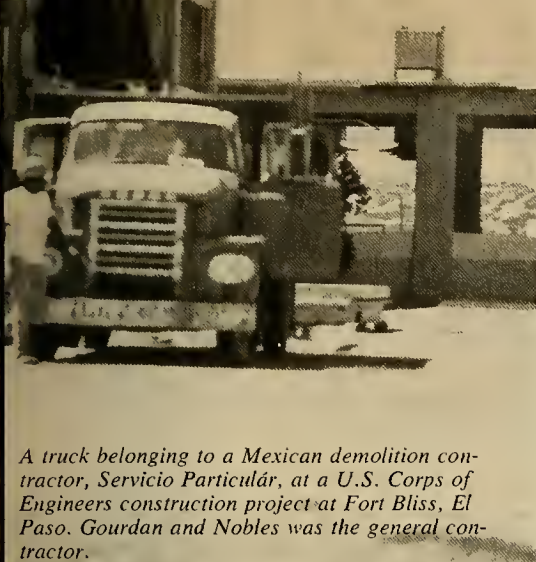
It's cheaper for them to live in Mexico and work in the United States, and the understaffed U.S. Border Patrol is limited in what it can do to stop the daily flood. Border Patrol leaders expect that it will be several months before the new U.S. Immigration Law takes effect, and even then, more border security than the law allows will be called for.

A beefed-up Border Patrol is sorely needed. The lower Rio Grande Valley—the area stretching from McAllen to Edinburg to Mission, Tex., already has the highest unemployment rate in the United States: 19.9%.

To fight the inroads of illegal aliens,

Below, left: Mexican license plates are on many of the cars and pickup trucks which line the parking area in El Paso at the new sergeant-majors academy at Biggs Field—another Corps of Engineers project, this one with R.D. Lowman as general contractor. • Below right: A Davis-Bacon military housing project at Biggs Field, Fort Bliss, Tex. Laborers from Mexico are installing the flashing.





A truck belonging to a Mexican demolition contractor, Servicio Particular, at a U.S. Corps of Engineers construction project at Fort Bliss, El Paso. Gourdan and Nobles was the general contractor.



These are the main pressure points along the U.S.-Mexican border. Every Mexican town along this 2,000-mile border has its share of former U.S. jobs.

leaders of UBC Local 1245, El Paso, and the city's Sheet Metal Workers local union met on December 9 with Border Patrol officials to discuss the situation and see what can be done.

Under the new immigration law passed by the 99th Congress, employers, even those with just a few employees, are forbidden to knowingly hire illegal aliens. However, enforcement does not begin until after a six-month grace period, and first offenses won't be subject to penalties for another six months. After that, employers must keep records verifying that they saw certain documents from job applicants, such as a birth certificate, driver's license, or passport. They aren't required, however to check the documents' authenticity.

Meanwhile, construction contractors along the Mexican border are breaking that law every day, and, in many cases, breaking two . . . breaking the Davis-Bacon Prevailing Wage Law as well.

Labor representatives recently accompanied a Swedish television crew around El Paso, as it filmed evidence of undocumented workers in U.S. jobs.

The Swedish technicians were amazed at the laxity of guards at the gates of various U.S. military installations. It was easy for the foreign newsmen to move onto each base unquestioned and see how Mexican workers can drive to and from construction jobs on the military installations without being asked to identify themselves. Foreign news media, conscious of terrorist activity in Europe, commented on the easy access to U.S. defense facilities.

Adding to the problems at the Mexican border are the runaway jobs being transferred from U.S. to Mexican communities under the so-called Maquiladora ("golden mills") program, whereby U.S. firms set up tax-free manufacturing and assembly plants in cheap-labor areas of Mexico to avoid unionization. (Editor's Note: A report on this activity appeared on Page 9 of the December 1986 Carpenter.)

The amnesty provision of the new immigration law allows illegal aliens who came to the U.S. before Jan. 1,

El Paso border arrests set record for month

Border Patrol arrests of undocumented workers in El Paso reached a new high of 29,341 in August.

"That's the highest month ever recorded in the history of El Paso," Border Patrol spokesman Joe Aubin said. The previous record was 28,942 in March, he said.

August's figures represent a 15 percent increase over August 1985 and 7 percent over July's total. Aubin said arrests have been averaging 947 a day, with some days reaching the 1,000 mark. In the first eight months of this year, 217,681 undocumented aliens have been arrested in El Paso, a 30 percent increase over the same time period last year, he said.

EL PASO TIMES,
September 3, 1986

Continued on Page 27

Below, left: An automobile with Chihuahua, Mexico, plates, belonging to a construction worker employed at DelValle High School, El Paso—a local Davis-Bacon project. • Below, center: This automobile has a Mexican license plate. It's owned by a construction worker employed by R.D. Lowman at Biggs Field, another U.S. military installation. • Below, right: Private nursing facilities, with Mexican vehicles in the foreground.



REWARDING OUR FRIENDS

*A report on political action during 1986 by the
Carpenters Legislative Improvement Committee.*

The United Brotherhood's General Offices sit on the Senate side of the Capitol. This year, the view to that marble and stone wing will be a whole lot friendlier, thanks to the work and contributions of UBC members.

The U.S. Senate and all its committees and subcommittees will be controlled by the Democrats starting in 1987. Edward Kennedy, a true friend of labor, will chair the Senate Labor and Human Resources Committee, where our enemy Orrin Hatch has been presiding. The UBC was deep in the fight for control of the Senate, and every member who gave to the Carpenters Legislative Improvement Committee, who volunteered in a campaign, and who cast a vote shares in the victory.

The UBC contributed to the campaigns of old friends, and those we plan to have as new friends in Congress. CLIC funds went to 30 Senate races, of which we won 23. CLIC also supported the efforts of 293 House of Representatives hopefuls, where 241 were winners.

In the hard races, critical to control of the Senate, the UBC had the funds to give the maximum contribution allowed by federal law. Candidates Shelby in Alabama, Wirth in Colorado, Graham in Florida, Fowler in Georgia, Mikulski in Maryland, Sanford in North Carolina, Conrad in North Dakota, Reid in Nevada, Daschle in South Dakota, and Adams in Washington will be going to the Senate this year thanks to the CLIC contributions of thousands of UBC members.

But the money we gave is only part of the story of the UBC's rising political power. Political action by members volunteering in campaigns throughout the country was a major factor in our success. Friends of labor need money for campaigns, but they need good organizers and workers too. UBC locals, state, and district councils supplied hundreds of experienced volunteers.

A union organizing campaign is similar in many ways to a get-out-the vote drive, and UBC members were able to use their organizing skills to good advantage as political activists. "Every millwright in the State of Nevada was registered to vote, and we made sure to get out our absentee ballots," said Al Benedetti of Local 1827, Las Vegas, Nev. Carpenters and millwrights in Nevada ran phone banks, walked precincts, and put up lawn signs to ensure Harry Reid's victory as the new senator from Nevada.

In California, Carpenters joined with other labor and minority voter networks in a get-out-the vote effort that was credited with turning out 166,000

Democrats who would not have voted otherwise. This drive was a key factor in returning Alan Cranston to the Senate.

Brock Adams was actively supported by UBC locals which "kept a steady barrage on the members about the need for a change in their senator," according to Jim Kerlee of the Washington State Council. Members received special mailings, and heavy emphasis was placed on registering and getting out the vote.

Along with the national races, UBC members participated in hundreds of local campaigns and referenda efforts. It is members' political involvement at all levels of government that is giving the UBC the strength to promote work-producing legislative goals. Congratulations to the winning candidates, and most of all to the UBC members who helped make them winners.

CLIC is gearing up for the 1988 elections. Hopefully, we will make further gains in the Congress and help elect a friend in the White House. To bring these goals into reality, CLIC needs the financial support of our *UBC membership*. If you have not contributed to CLIC, but want to help, your contribution would be appreciated. Only personal checks or money orders will be accepted. No local union funds can be used.

The UBC Executive Board thanks you for your continued support.

The United Brotherhood's political action group is the Carpenters Legislative Improvement Committee, known familiarly as CLIC. More financial support of CLIC is needed in the year ahead.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ \$10 ☐ \$15 ☐ \$20 ☐ \$25 ☐ other _____

Name _____

Address _____

City _____ State _____

Zip _____ L.U. No. _____

We're required by law to request this information:

Occupation _____

Employer _____

Make checks payable to:

CLIC

101 Constitution Ave., N.W.

Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

A GREAT ELECTION

... but where were the voters?



By **JOHN PERKINS**

*Director, AFL-CIO Committee
on Political Education*

UBC members and the trade union movement at large can take pride and satisfaction in the results of the November 4 general elections—pride in our contribution through political programs to victories by 66% of all labor-endorsed candidates for the U.S. House and Senate, and for governorships; satisfaction that these victories will lead to better legislation for ourselves, our families, and our nation.

The figures speak for themselves: We helped take control of the U.S. Senate out of the hands of anti-union ultra-conservatives by helping to make possible a net gain of eight friends of labor and the working population. The incoming Senate will be 55-45 Democratic, a dramatic shift from the present 53-47 Republican margin. We helped to increase a slightly pro-worker, pro-union control of the U.S. House. We also helped to limit conservative gubernatorial gains.

Nothing to complain about . . . right? Wrong.

The fact is, it was a great victory . . . but:

Only 37% of all eligible citizens voted on Election Day, November 4.

Only about 50% of all eligible *union members* went to the polls. (The years of effort by labor's political programs add up to a higher turnout among unionists.)

The other side of the coin of this 50% union member turnout is that 50% of union members "went fishing." We hope that, among UBC members, voting exceeded 50% by a huge margin. We have no figures from which to judge.

But a few words to those who didn't vote:

- Our right to vote freely and secretly is a right enjoyed by less than 25% of the world's people. Because it is so rare, it is precious and should be used.

- Our right to vote freely and secretly is the foundation of our democracy. It is what most distinguishes a free people from a people not free, a democratic society from a totalitarian state. Because it is the *basis* of democracy, it should be cherished and it should be used. Like muscles, your voting franchise needs exercise.

- From a purely selfish point of view, election results could have been even better November 4 if union members who "went fishing" had gone to the polls instead. In New York's 27th Congressional District, labor's endorsed U.S. House candidate lost by only 511 votes. In Indiana's Third District, our endorsed candidate lost by just 66 votes, and in Minnesota's Seventh District, our candidate was beaten by a mere 121 votes (both pending a late recount). In North Carolina's Sixth District, we fell short by 82 votes.

There were a lot of other cliff-hangers November 4 that went against labor-supported candidates by a small number of votes. How many of them could have been elected if just a few more union members turned out?

One of the beautiful things about elections is there's always another one coming along. A lot of communities will have municipal elections in 1987. And, not far down the road, is 1988 and presidential and congressional elections.

To those of you who voted in the last election, who participated in the democratic process, a commendation. To those who didn't go to the polls, let's resolve now to get there next time. There are few trips more important than the one to the polling place.

A LEGISLATIVE AGENDA

... what to expect in 1987



*Report from the
AFL-CIO Legislative Committee to
the UBC Legislative Department.*

By **BOB MCGLOTTEN**

AFL-CIO Legislative Director

Now that the election battles have all been decided, many in Washington have begun to settle down to the task of assessing the accomplishments of the 99th Congress and planning new legislative campaigns for the coming year.

Many issues of concern to working Americans were the focus of congressional attention during 1986. Some of these legislative initiatives, including tax reform, immigration reform, strengthening of Superfund and other environmental protections, an anti-drug program, sanctions against South Africa, and the elimination of a mandatory retirement for most workers, were only resolved during the last frantic weeks of the session.

On each of the key fights that we won in 1986—including the derailment of Reagan's proposed tax of employee benefits and the defeat of the Hobbs Act—concerted grass-roots lobbying by CLIC and union members made the difference.

However, a number of important AFL-CIO supported legislative issues were not passed into law and are expected to reappear during the 100th Congress. The most notable of these—trade reform—will be high on Congress' 1987 agenda, according to both Senate Democratic Leader Robert C. Byrd and the new House Speaker, Jim Wright. The Omnibus Trade Bill of 1986, like legislation which restricted the use of polygraphs by private employers and the Double-Breasting bill, passed in the House but did not make it through the Republican-controlled Senate.

Although the new Democratic majority in the Senate should facilitate the passage of some of labor's legislative agenda for 1987, future support for labor issues can by no means be taken for granted. It was a Democratic-controlled House which failed to override the presidential veto of the Textile and Apparel Trade Act and that rejected a bill which directed the Administration to re-hire 1,000 of the fired PATCO air-traffic controllers.

Despite a friendlier Congress, new attacks on existing labor legislation, especially efforts to undermine the Davis-Bacon and Service Contract Acts, are expected to be serious threats next year. Your contact with your elected representatives will be just as vital to the outcome of these battles during the 100th Congress as they were during the 99th.

Our legislative issues of interest to the Building Trades which the new Congress will take under consideration are: federal tax deductions of construction workers' travel expenses, which did not make it onto the House or Senate floor this year; a bill to curb double-breasted contracting, which passed in the House but not in the Senate; allocations and labor protections for the Highway/Mass Transit bill, which will be one of the first items considered next year; and allocations for construction of federally-funded housing projects which this year, despite labor's best lobbying efforts and the increasing number of homeless in America, were diverted by the Reagan Administration to be used exclusively for renovations.

The same budget constraints which hampered the 99th Congress will be in effect during 1987; the same anti-labor forces will be working against us. Your personal involvement in the legislative battles to protect your rights, benefits, and your health and safety will be needed as much as ever; 1987 will be a challenge for us all.

Health and Safety on the Hill

What we got from the 99th Congress . . . What's left to do in the 100th

The 99th Congress took two steps forward and one step back in the area of job safety and health. Two major bills were passed which included important job safety and health protections: Superfund legislation and the Asbestos Hazard Emergency Response Act. Two other bills died in committee: a bill containing protections for workers handling pesticides and the High Risk Notification Bill, a top priority for labor. These will be reintroduced in the new Congress convening this month.

What We Gained

Superfund—Just before it ended, the 99th Congress reauthorized Superfund legislation to help clean up the nation's toxic waste sites. President Reagan signed it under threat of a Congressional veto override. The bill increased fivefold the amount to be spent on the cleanup to \$9 billion and mandates 375 cleanups be started over the next five years. It sets standards for cleanup, allows citizens to sue for violations of the law, begins a program to clean up leaking underground storage tanks, and requires companies to keep inventories of the chemicals they have and report emissions of wastes to the EPA. There were three important job safety aspects to the bill: a community Right-to-Know section, new OSHA standards for hazardous waste work, and money to train cleanup workers in job safety and health.

The OSHA Hazard Communication Standard, which went into effect last May in most manufacturing plants, requires companies to keep Material Safety Data Sheets, which describe the hazards of chemicals in the workplace, and make them available to workers. This regulation was created, in part, to head off a movement by states and cities to pass laws giving workers the right to know the hazards of the chemicals they work with. The state laws went even farther, though, extending this right to industries other than manufacturing (such as construction) and to the local community. The courts have ruled that, in general, the state laws are only pre-empted by the federal law in the manufacturing industry, where the federal law applies. OSHA intends to extend the federal law to other industries this year, as a result of another court decision requiring them to do so. But OSHA does not have authority to expand the law outside the workplace. That is EPA's jurisdiction. The Superfund legislation now mandates that the information employers must keep on hazardous chemicals in their workplace be made available to the surrounding community. These rights now extend beyond the states that have their own community Right-to-Know laws. Companies must submit their chemical lists to local emergency planning committees for public access.

The Superfund bill also requires that OSHA enact new standards to protect hazardous waste workers. The standards must include, at a minimum: a formal site analysis and

worker protection plan, medical exams for workers, protective equipment requirements, engineering control requirements to minimize exposure, exposure limits and monitoring, training programs, work practices for handling wastes, decontamination procedures, emergency response requirements, and new technology programs to improve worker protection. OSHA was required to issue interim standards in December 1986 and final rules by next October.

Lastly, the Superfund bill set aside \$10 million per year over the next five years for training of workers doing hazardous waste removal or containment or emergency response. The money will be awarded as grants to nonprofit groups with experience in worker safety and health training who can do outreach to hazardous waste workers. A request for grant proposals should be made shortly.

Asbestos Bill—The Asbestos Hazard Emergency Response Act of 1986 was passed because of the growing concern about asbestos hazards in schools and other buildings. While EPA has an aggressive Asbestos Action Program doing outreach and providing information and guidelines to the public, they have thus far refused to publish rules requiring asbestos cleanups and control. Despite lawsuits and pressure from unions, EPA rules only require that schools inspect their facilities and notify parents and teachers that asbestos is present. EPA refused to establish definitions of what should be considered hazardous, thereby avoiding corrective measures.

Under this new law, however, EPA must publish proposed rules within six months and final rules within a year covering the following areas:

- Proper procedures for building inspections for asbestos
- Triggers for determining when corrective action is needed
- Proper methods for abating the hazard
- Periodic inspection and operation and maintenance procedures until asbestos is removed
- Transportation and disposal of asbestos waste
- Written asbestos management plans for each school which are reviewed by the states

These rules apply only to asbestos hazards in schools. Schools have between one and two years to comply with the rules once they are finalized. EPA must also do a study of the asbestos problem in all public buildings by October, report to Congress on the problem of contractors and schools obtaining liability insurance by October 1990, and provide financial assistance to states or schools to inspect and prepare management plans.

In addition persons who must inspect for asbestos, prepare management plans, or design or conduct corrective measures have to be accredited by the state or take EPA-approved training courses.

What We lost

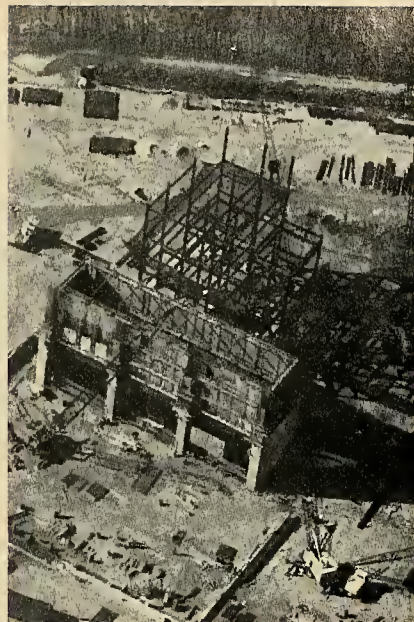
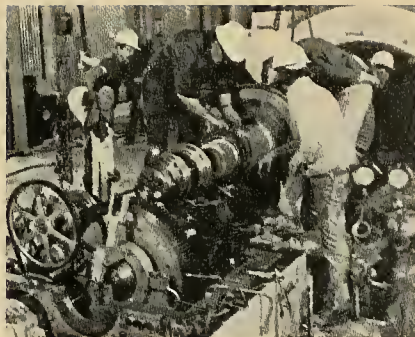
Two bills containing health safety provisions never made it through the last Congress and will likely be top priorities in the next session.

FIFRA—In the early 1970s Congress passed the Federal Insecticide, Fungicide, and Rodenticide Act, the law governing the use and handling of the nation's pesticides. After two years of negotiations and 14 years of stalemate, Congress overwhelmingly passed the FIFRA Reform Act to strengthen and improve the law. This carefully crafted compromise was supported by chemical companies, environmental groups, consumer groups, the American Farm Bureau, and the labor movement. With regard to health and safety, it required the full testing of hundreds of pesticides to determine their toxic effects (such as ability to cause cancer, birth defects, nerve damage, etc.). It also required that EPA adopt rules to protect workers from exposure to pesticides and require certification and training of pesticide applicators. The bill failed because of irreconcilable differences between the House and Senate versions; a dispute over how long patents for pesticides should last. It will be reintroduced this year.

High Risk Notification—One of labor's priorities in the last Congress was passage of the High Risk Occupational Disease Notification and Prevention Act. Government agencies, such as the National Cancer Institute and the National Institute for Occupational Safety and Health, routinely do studies of hazards in the workplace and the risk to workers exposed to toxic chemicals. When those studies are completed, however, the workers are rarely notified that they are at risk of disease. If they were told they might be able to take steps to prevent the progress of the disease or apply for compensation. This bill would have set up a system for identifying workers at risk of occupational disease based on government studies and notifying them of these results. Workers would then be directed to health care facilities for continuing follow-up.

The bill ran into opposition from the Reagan Administration, the U.S. Chamber of Commerce, and industry-dominated groups such as the American Industrial Hygiene Association. The U.S. Attorney General, Secretary of Health and Human Services, and Secretary of Labor all signed a joint letter to Congressman Joseph M. Gaydos (D-Pa.), chief sponsor of the bill, opposing the legislation.

The House bill was approved by the committee 20-8, but the Senate version did not come up for a subcommittee vote. With a Democratic Senate and Senator Howard M. Metzenbaum (D-Ohio) as the chief sponsor of the Senate bill and one of the ranking members of the Senate committee, the bill should have an easier time in the 100th Congress.



The Burning Question: How Much Will Be Union?

Waste-to-Energy Industry Construction Shows Rapid Increase

This is the first of a series of articles which will appear in Carpenter highlighting various industries in which considerable construction work is being performed.

Americans generate more than 400,000 tons of garbage every day, and we're running out of safe places to bury it. Heightened awareness of the potential dangers and the limited supply of landfills as a primary method of waste disposal has stimulated increased construction of large waste-to-energy facilities. The hazards of creating large dump sites, particularly those containing toxic waste, have made landfills more expensive to create and operate. Landfills are most often located at sites some distance from population centers, making waste transportation expensive. Waste-to-energy facilities, on the other hand, can be erected closer to the population centers they service.

The waste-to-energy industry began amidst the conservation and recycling surge of the 1970s. Since that time both the procedure used and the resulting products have been modified. The system most widely utilized today is the mass burn concept. The refuse is dumped into a large pit—unprocessible or hazardous items are removed when possible—and the rest is burned in a huge boiler. The resulting steam is either sold as is or converted into electricity on site then sold.

The significant growth of the waste-to-energy industry during the past two years has provided a wealth of construction opportunities. In 1985, over \$2 billion worth of construction in this

industry was awarded to engineering-construction companies. Although it is unknown just how much the industry will be affected by the new tax reform, a long term projection is for a \$15-18 billion industry.

There are approximately 63 operational waste-to-energy facilities throughout the country. Until recently most of the plants were concentrated in the Northeast, where landfill space is at the greatest premium, and in Florida, where a high water table threatens contamination of drinking water by landfills. Currently there are more than 350 facilities throughout the United States that are in an advanced state of planning, under construction, or reported to be in the planning stages.

To date a major portion of this work has been awarded to nonunion contractors. In order to regain the market share that we've lost and to capitalize on these job opportunities, the Brotherhood's Special Programs Department is closely monitoring the construction activities in the waste-to-energy industry. Information is being gathered on the construction contractors as well as the users/owners.

In the waste-to-energy market, some of the leading participants include The Henley Group (a spin-off of the Allied Signal Corp.), Ogden Martin Systems, American REF-FUEL (a joint venture of Browning-Ferris and Air Products and Chemicals), and Combustion Engineering. In addition to these leaders, the union and nonunion affiliates of Blount Inc., Foster Wheeler, Waste Management Inc., Dravo Constructors, Consumat Systems, Westinghouse, and Katy Industries are active in this in-

This Job Is!

A waste facility serving nine communities is being built at Bristol, Conn., by carpenters and millwrights of UBC Local 24 and other Building Tradesmen. The plant, under contract to Ogden Martin, a German firm, is the first to accept commercial and residential waste from multiple independent communities.

dustry in many municipalities.

In many instances, the companies not only construct the facilities but often operate as the owner, operator, construction manager, and/or financier of these facilities.

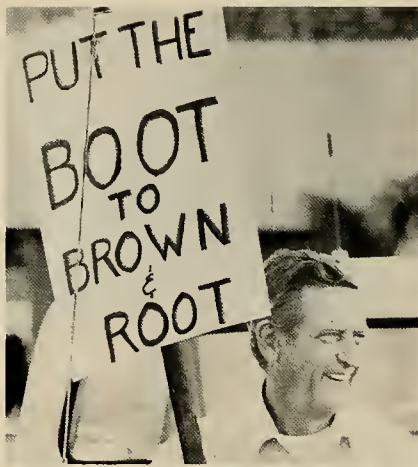
The ownership strategies of industry participants vary. Both The Henley Group and Ogden Martin Systems, for example, own most of their facilities. Combustion Engineering, on the other hand, has to date not taken an ownership role.

Waste-to-energy projects typically are several years in the planning and permitting-approval phases which provides ample opportunity for union involvement in the processes. Project delays occur often due to site opposition, environmental permit challenges, and difficulties in securing financial backing, which often takes the form of public financing such as bond issuances. It is essential that we closely monitor these various approval processes with a goal of participating in these processes when necessary. Project Owners should be contacted as soon as possible in order to determine who will be selected to bid the project. Early commitment from the owner to use union construction could allow for union political support of the project. Conversely, a lack of commitment by an owner to employ area craftsmen at union standards should

mobilize us against these projects.

One such case in which the UBC is involved in community action is in Ocean County, N.J., where Business Representative Frank Krajacich of Local 2018 serves on the Ocean County Citizens Advisory Committee and Resource Recovery Waste Energy Committee. According to Representative Krajacich "the siting and construction of these waste-to-energy plants becomes very involved due to public opposition and environmental constraints." He urges all UBC members to become involved in community action in order to "provide input and have control over activities concerning this very important segment of our industry."

In another case, this one in San Marcos, Calif., Business Representative Dan Fleming of Local 2080 has aggressively fought the participation of the nonunion general contractor Brown and Root in a planned waste-to-energy plant. Representative Fleming was originally informed that the \$212 million facility was going to be built by a union contractor, but further research showed that a company called North County



This Job May Be!

Dan Fleming, business representative of Local 2080, Escondido, Calif., leads pickets from his own local union and Local 2078, Vista, Calif., in a demonstration against North County Resource Recovery Associates, a project developer, planning a \$212 million waste-energy facility in Southern California and using Brown and Root Construction Co., a nonunion general contractor.

Resource Recovery Associates was the project developer and that Brown and Root was the general contractor.

Fleming immediately started developing his local network, attending San Marcos City Council meetings, lobbying city council members, meeting with the San Diego Board of Supervisors, and developing what Fleming stated was "a strange relationship with the Concerned Citizens of San Marcos" and other citizen lobbying groups. Although Fleming's opposition is based solely on the use of a nonunion contractor who undermines the fair area work standards, he recognized the importance of allying with other groups to help him achieve his goal. The project is currently delayed due to a legal suit involving conditional use permits and Fleming reports that prospects for continued successful opposition to the project have increased with newly-elected city council members.

Fleming believes that the message conveyed by such participation is simple: "If the project is not built under fair area standards, we'll fight to ensure that it's not built."

Scheduled Waste-Energy Plant Openings, 1987-1990

1987

Calif.: Commerce.
Conn.: New Haven.
Fla.: Hillsborough County.
Ga.: Savannah.
La.: Shreveport.
Me.: Biddeford.
Mass.: Holyoke, Nantucket.
Mich.: Jackson County, Muskegon County.
Minn.: Mankato, Red Wing, Newport.
N.H.: Claremont, Hudson.
N.Y.: Poughkeepsie.
Ohio: Dayton, Franklin.
Pa.: E. Stroudsburg.
Tenn.: Edna.
Tex.: Liberty, Palestine.
Utah: Davis County.
Va.: Alexandria, Petersburg, Portsmouth.
VL.: Rutland County.

1988

Ala.: Huntsville.
Alaska: Juneau.
Ark.: El Dorado, Fayetteville.
Calif.: Contra Costa, Compton, Long Beach, Fremont.
Conn.: Bristol, Bridgeport, Hartford, Wallingford, Waterbury.

Fla.: Leesburg, Key West.
Hawaii: Honolulu.
Ind.: Bloomington, Indianapolis.
Me.: Bangor/Brewer, Orrington, Portland.
Mass.: Millbury, Springfield.
Minn.: Hennepin County, Olmstead County, Perham.
Mo.: St. Louis.
N.H.: Concord, Derry, Manchester.
N.J.: Somerset County, Warren County.
N.Y.: Islip, Long Beach, St. Lawrence.
N.C.: Morgantown.
Ohio: Cincinnati.
Pa.: Erie.
S.C.: Charleston.
Tex.: Lubbock.
Wisc.: Eau Claire, La Crosse, Waukesha County.

1989

Calif.: Irwindale, Lancer, Oxnard, San Bernardino, Sander, San Marcos, Stanislaus.
Conn.: Middletown.
Fla.: Broward County North, Palm Beach County.
Mass.: Holyoke.

Mich.: Grand Rapids.
Minn.: Minneapolis.
N.J.: Camdem County, Edison Township, Gloucester County, Hudson County, Passaic.
N.Y.: Babylon, Brooklyn Navy Yard, Erie County, Hempstead, Oyster Bay.
N.C.: Gaston County.
Pa.: Bethlehem, Berks County, Pennsauken, Reading, York County.
Tex.: Austin.

1990

Calif.: Pomona, Southgate, Spadra, Visalia.
Conn.: Preston.
Fla.: Broward County South, Jacksonville, Pasco County.
Mich.: Kent County.
N.J.: Bergen County, Cape May County, Little Egg Harbor Township, Newark, Union County.
N.Y.: Huntington, North Hempstead.
Ore.: Portland.
Pa.: Lancaster County.
Tex.: Pasadena.
Wash.: Spokane.

—as reported by Waste Age Magazine, November, 1986



UBC, Other Crafts Protest Toyota's Plan to Build Kentucky Plant Nonunion



At top right, General President Patrick Campbell, standing at center, and First Vice President Sigurd Lucassen, left, with other Building Trades leaders • Above, General Secretary John Rogers displays a placard for a TV camera • At far left, Second General Vice President John Pruitt and General Treasurer Wayne Pierce join another hard-hat demonstrator • Below, Building Trades Secretary Joe Maloney is interviewed by Tojo Broadcasting • Lower left, UBC demonstrators from Baltimore • Lower right, the UBC District of Columbia contingent.

Hundreds of building trades workers recently demonstrated at the Japanese embassy in the nation's capital to protest Toyota's refusal to use union construction workers to build an auto assembly plant in Georgetown, Ky.

UBC general officers and staff members joined Brotherhood members from Baltimore, Md., and Washington, D.C., in a show of determination to obtain a satisfactory project agreement.

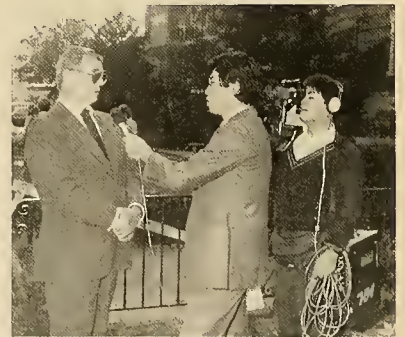
Placards and leaflets protested the

policy of Toyota and the Japanese construction management firm in charge of the project to use nonunion contractors and bypass union hiring halls.

Secretary-Treasurer Joseph Maloney of the AFL-CIO Building and Construction Trades Department and presidents of a number of affiliated unions briefed reporters on the tactics of the Ohbayashi Corp., the Japanese firm Toyota brought in to oversee the construction.

They emphasized that labor's quarrel

Continued on Page 27



American Express' Nonunion Construction Challenged at Conferences; Handbilling Underway

Much to the dismay of some corporate officials, American Express was a hot topic at two recent conferences for benefit fund trustees. As we've seen so many times, companies believe that the injustices they commit will soon be forgotten. American Express is finding out that their problems will not go away until real changes are made in their construction practices.

At the 1986 conference of the National Coordinating Committee for Multi-Employer Plans, representatives of American Express subsidiaries were challenged when they stated that the problems with their construction practices had been solved. It was made clear that American Express was still being boycotted by the UBC.

Many subsidiaries of American Express rely on union pension funds for their business. While not subject to the boycott, these companies, such as Shearson Lehman Bros. and The Boston Co., are finding it difficult to get new business because of the obvious connection. As one fund trustee said, "We don't need to do business with

AmEx companies. There are plenty of companies who are both good managers and respect the labor movement."

The NCCMP consists of more than 180 multi-employer pension and welfare plans and is chaired by Robert A. Georgine, president of the Building and Construction Trades Department. Over three hundred people attended the conference held in Palm Springs, Calif., on November 12-14.

A few days later at the 32nd Annual Employee Benefits Conference held in Las Vegas, Nev., members of Carpenters Local 1780 Las Vegas, Nev., and Millwrights Local 1827, Las Vegas, Nev., were present to distribute leaflets about our American Express boycott. Again, representatives from American

Express subsidiaries had to explain why all problems were not solved between the company and labor.

This conference was attended by approximately 5000 people, including union officials, benefit fund trustees, administrators, and fund managers, presenting an excellent forum to get our message out. According to Clifford Kahle, business representative for Local 1780, one of the conference leafletters, "We were well received and felt we had the support of those in attendance."

As this issue of *Carpenter* goes to press, a nationwide handbilling effort against American Express will be underway. In over 20 cities across the country members of our Brotherhood will be out in front of American Express offices distributing our "Leave Home Without It" message.

"American Express has done nothing but give lip-service to our concerns and we are not satisfied," stated General President Campbell. "We will continue to resist the efforts of American Express to sweep this issue under the rug."

Let American Express hear from you . . .

Mr. James D. Robinson III
Chairman & Chief Executive
Officer

American Express Company
World Financial Center
New York, New York 10285

Convention, General President, and Delegates Urge Continued L-P Campaign Efforts in 1987

"The Louisiana-Pacific campaign that began in 1983 is testimony to the will and determination of the Carpenters Union to stand by workers being trampled by a corporation attempting to raise profit margins on the backs of working people and break their union."—Industrial Committee Report to the 35th General Convention

As we begin the new year, UBC General President Patrick J. Campbell has called upon every Brotherhood member to continue his or her support of the Louisiana-Pacific strike and boycott. He had this to say:

"The Brotherhood's L-P campaign has meant many things to many people in our union. For some, it has meant long hours on pickets and boycott lines or attending environmental hearings and company shareholder gatherings. For others, it has meant the hope for a more secure future for themselves and their families. No matter what their involvement, Brotherhood members have con-

veyed an unselfish commitment to the effort to protect the interests of the striking L-P workers and the thousands of other UBC members working in the wood products industry.

"These actions have worked. In an environment of tremendous hostility towards workers and their unions, the determination that our members have shown in fighting L-P has helped secure a solid future for our members in the wood products industry. While other unions are losing their positions in industry after industry in this country, our efforts have stemmed the tide of anti-unionism in the wood products industry.

"The job is by no means over, though. As I've said many times before, we finish what we start, and we're not finished with L-P yet. Once again in 1987, L-P and its union-busting chairman, Harry A. Merlo, will be the target of a wide range of actions by Brotherhood members.

"Our goal must be to ensure that never again does any company in any industry where our members work challenge the livelihoods of Brotherhood members and their families, without first understanding our commitment to fight such actions as aggressively and as long as it takes. Our efforts against L-P have helped to spread that message.

"In the coming year, I'll be asking you all again to help in the L-P fight to help protect your own standard of living. L-P's attack on fair worker standards and the dignity of our members is not an isolated event. We confront similar challenges from companies in every industry in which our members work. Your actions in support of the L-P strikers has made L-P and Merlo regret the day they challenged our members. In 1987 we are challenged to reinforce and spread the message of the 'will and determination of the Carpenters Union to stand by workers.'"

Nationwide Fundraising Effort for 'Blueprint for Cure'

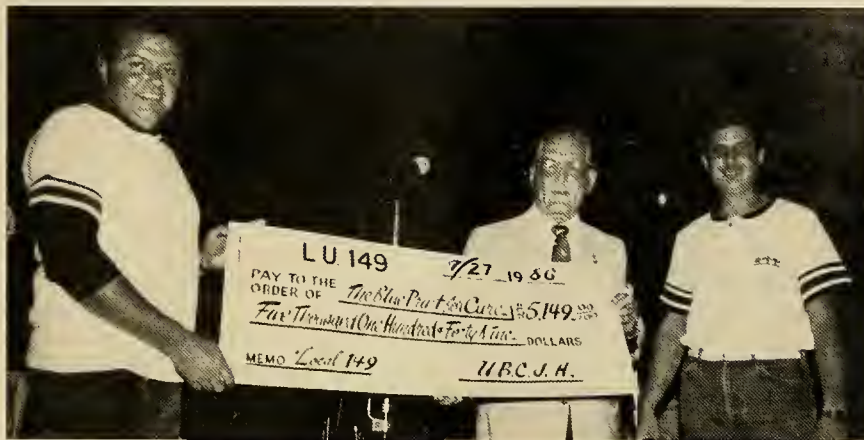
"Blueprint for Cure" activity has been high in recent months, with members in areas all over the country joining in the drive to raise money for the Diabetes Research Center in Miami, Fla.

According to Local 149, Tarrytown, N.Y., the star at the annual clambake this year was the "Blueprint for Cure" campaign. The local conducted a raffle for a 1987 Chevy Blazer that was a "total sellout," raising over \$5,000 for the diabetes fund. In fact, the executive committee of the 640-member local has issued a challenge to all locals to come up with a higher per capita donation than the \$8.00 per member they have raised. Are there any locals out there willing to take on that challenge?

Selling chances on a rifle was the innovative way chosen by Local 2750, Springfield, Ore., to raise money to fight diabetes. The local raised \$450 for the fund.

Local 829, Santa Cruz, Calif., conducted an 85th Anniversary Picnic raffle. With just 10 days before the picnic, Business Agent and Financial Secretary Chuck Neve and President Jonathan H. Boutelle organized the raffle, securing the donation of 89 prizes from local unions, businesses, and individuals. A check for \$400 was sent to the "Blueprint for Cure" campaign fund as a result of the raffle.

Millinocket, Me., was home to Local 658's fundraiser in support of the UBC's efforts to raise \$10 million for the Diabetes Research Institute. A VCR was awarded as part of the fundraiser, which earned \$600 for the fund.



Local 149, represented by Business Representative Garry Playford, left, and President Gary Omboni, right, present a check for \$5,149 for the "Blueprint for Cure" fund to General Executive Board Member Joe Lia.

UBC Retiree Club 19 officers and wives at their banquet, front row, from left, are Mr. and Mrs. Domenic Fiorentino, Mrs. and Mr. Rocco Giardinelli (recording secretary), Mr. Anthony Spadaro (vice president), Mr. Carmen DiDonato (president) and Mrs. DiDonato, and Mr. Domenic Paone (trustee) and Mrs. Paone. Back row, from left, are Mr. Joseph Bellis (president of Local 1050, Philadelphia, Pa.), and Mrs. and Mr. Anthony B. Lalli (treasurer).

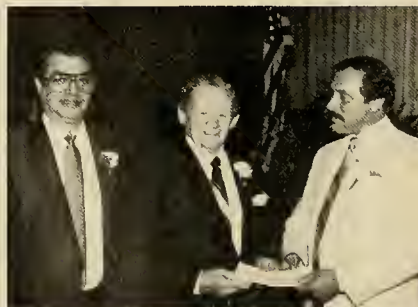


And Retirees Club 19, Philadelphia, Pa., deserves proper recognition for their efforts in raising \$1,500 for the Diabetes Research Fund. The club conducted a gala banquet, dance, and raffle to raise money. Reports Treasurer Anthony B. Lalli, "The officers and their wives worked hard and harmoniously for the success of this deed for such a worthy cause."

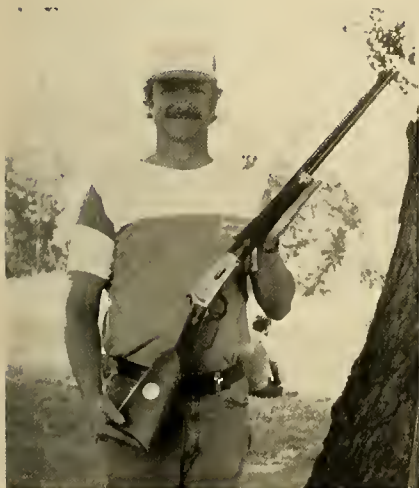
Recent contributions have been received from the following:

203, Poughkeepsie, New York
204, Merrill, Wisconsin
715, Elizabeth, New Jersey
1338, Charlottetown, P.E.I.
Santa Clara Valley D.C.
Florida Assn. of Carpenter Business Agents
International Insurance Associates, Inc.
In Memory of Willard L. Cuskaden
Working Assets (VISA)
Patrick J. Campbell
William Dickhoff
E. Louis Heath
Agnes & Anthony Piscitelli
John Poyer

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.



During the 100th anniversary celebration of Local 142, Pittsburgh, Pa., Financial Secretary Nick Paplia and Treasurer David Hohman presented General President Patrick Campbell with a \$1,000 check for the Blueprint for Cure campaign.



Jim Hendrix, Local 2750, Springfield, Ore., won the rifle raffled off by his local union in support of "Blueprint for Cure."

Washington Report



RULES PERMIT HOME WORK

The Labor Department has proposed new regulations to allow employees in six industries to work in their homes as long as the companies get a government certificate.

The industries that would be affected are women's apparel, jewelry manufacturing, gloves and mittens, buttons and buckle manufacturing, handkerchief manufacturing, and embroideries.

The new rules would apply the same restrictions on those six industries as have been applied to manufacturers of knitted outerwear since December 1984, when a 40-year ban on such work was lifted.

The department proposed the new regulations following a 1½-year review of the certification system that was established for the knitted outerwear industry.

The certification system would permit employers in the six industries to legally employ workers at home if they get certificates and pay the homeworkers at least minimum wage and overtime pay.

SCAFFOLD RULE PROPOSED

After years of discussions OSHA published, on Nov. 25, 1986, a proposal to revise their safety standards for scaffolds, ladders, stairways, and fall protection. This is the first time such revisions have been proposed in the 16 years since the OSHA Act was passed.

Many of the requirements have been consolidated, clarified, or made more "performance-oriented" (giving employers more flexibility to comply with them). OSHA would like comments on many issues including: Should body belts/harnesses be required during suspended scaffold erection or dismantling? Should scaffolds less than 10 feet be guarded? Should cross-bracing be allowed instead of guardrails? Should scaffolds be inspected before each shift? Each use? Should OSHA prohibit or regulate the use of stilts. Comments on the proposals are due by Feb. 23, 1987. Copies of the proposals are available from the UBC Department of Occupational Safety and Health or from your local OSHA office. These safety standards are crucial to the safety of our members and we urge you to review them and send us your comments.

HOUSING STANDARDS UPDATED

The American Public Health Association and the U.S. Centers for Disease Control revised recommended housing standards to reflect new concerns for safety, security, indoor air quality, hypothermia, and toxic exposure.

Included among the new recommendations are requirements for smoke detectors, locking devices, and allowable concentrations for such toxic substances as formaldehyde and asbestos.

To reduce the risk of hypothermia among the elderly and infirm, the groups say that housing temperature should be maintained at 70°, compared to the 68° temperature previously thought to be adequate.

Also emphasized is the need for adequate ventilation, especially where kerosene or other space heaters that burn carbon fuel, are used. Poor ventilation also may cause the accumulation of high levels of chemicals and airborne fungal spores and other indoor biological hazards.

The recommendations are included in "Housing and Health: APHA-CDC Recommended Minimum Housing Standards," available for \$7.50 from the American Public Health Association, 1015 15th St., N.W., Washington, D.C. 20005.

WORKPLACE TRAINING STUDY

Innovative ways to make learning on the job more effective will be the focus of a new Labor Department study, Assistant Secretary of Labor Roger D. Semerad has announced.

A two-year \$750,000 grant has been awarded to the American Society for Training and Development, an Alexandria, Va.,-based training and development firm, to evaluate entry and mid-level workplace training methods used by employers in the private sector. The study will examine ways to enhance basic skills and remedial education training in selected service and manufacturing industries.

"We want to look at techniques used in the private sector that can be adapted to public sector job training programs under the Job Training Partnership Act," Semerad said. "This study will enable us to keep pace with changing technologies in the work place as we move toward the year 2000."

FOODSTAMPS FOR STRIKERS

A federal judge has ruled invalid a 1981 law passed by Congress at the Reagan administration's urging that excludes strikers and their families from food stamp aid.

District Judge Louis F. Oberdorfer, appointed by President Carter in 1977, called the amendment to the Food Stamp Act a violation of strikers' rights under the First and Fifth Amendments.

Oberdorfer's order said, in part: "Defendant (the government) may not lawfully withhold food stamps from any individual plaintiffs' household solely because (it) includes a striker for the reason that the striker amendment to the Food Stamp Act . . . violates rights guaranteed . . . by the First and Fifth Amendments . . ."

The United Auto Workers and the United Mine Workers in 1984 had contested the amendment which had been used to deny food stamps to members and their families of both unions.



Labor and Management Join Forces Against 'Right to Work' in Oklahoma

Cartoons drawn by John W. Wilson, business representative of Local 2008, Ponca City, Okla., shown here, appear on flyers distributed in Oklahoma to fight "right to work".



Rats gnawing away at the collective bargaining agreement symbolize three enemies of workers—unemployment "right to work," and "Davis-Bacon reform."

Launching what could be a new era of labor-management accord in a state long viewed as hostile to unions, the Oklahoma State AFL-CIO, management, and state officials are putting their heads together to help lift Oklahoma out of the economic doldrums.

For the first time since it was organized 22 years ago, the Oklahoma Academy for State Goals has included the state labor federation in deliberations on how best to deal with an economy plagued by mounting unemployment, declining oil and gas revenues, tumbling farm prices, and a rash of bank failures.

This marked a giant step toward what Oklahoma AFL-CIO President Jim Freeman has been calling for: "labor-management cooperation as the key to economic development to replace the divisiveness of 'right-to-work' provisions."

Henry Bellmon, the newly elected Republican governor, agreed. "Oklahomans should not look to 'right-to-work' as a cure for all their ills," the chief executive said following the academy session.

The group—first organized in 1964 and revived two years ago—received a study commissioned by the legislature and prepared by Belton Daniel, a Boston consultant who helped spark an economic resurgence in Massachusetts.

Daniel told the 400 statewide civic leaders that "there is no statistical evidence" that having an open-shop law on the statute books "has anything to do with economic development." He laid out a five-year plan keyed to revitalizing existing industry and attracting new companies through public and private financing.

To be successful, Daniel said, any economic development program must have the endorsement of all parties—the Chamber of Commerce, the National Association of Manufacturers, the governor, and the State AFL-CIO. The inclusion of labor in the decision-making process was a radical departure in Oklahoma.

The action came as the National Right to Work Committee targeted Oklahoma for its major push in 1987—flushed with victory after winning a referendum in November that made Idaho the 21st state with a compulsory open-shop law.

AFL-CIO Legislative Director Robert M. McGlotten has responded to Freeman's request to help strengthen legislative action committees across the state and mobilize them to beat back the open-shop threat in the Republican-dominated legislature.

Organizing and training for the grass-roots lobbying campaign will be conducted by Mike Gildea of the Department of Legislation at two on-site training and education workshops this month—one in Oklahoma City, the other in Tulsa. Attending the orientation sessions will be local union leaders, shop stewards, political and legislative activists, and other volunteers.

With the R-T-W forces focusing money and political influence on this state, McGlotten said, labor is going ahead with its "multi-faceted grass-roots lobbying campaign aimed at stopping 'right-to-work' dead in its tracks in Oklahoma." The key to success, he said, will be shop stewards who have the "potential for networking on the job site."

The stakes are high—and not just in Oklahoma.

Should the R-T-W forces succeed in making this the 22nd compulsory open-shop state, McGlotten warned, it would give momentum to their efforts in such vulnerable states as New Hampshire and New Mexico, and would greatly enhance their fund-raising efforts.

Moreover, he added, the closer the Right-to-Work Committee comes to reaching the goal of having a majority of states with anti-labor legislation, the greater will be the intensity of its efforts at the national level to push through a federal compulsory open-shop law.

More Contributors To L-P Strike Fund

Local unions and individual members continue to support the "Adopt an L-P Striker" Fund. The following contributors have been added to the list since our last report:

80, Chicago, Ill.
1596, St. Louis, Missouri.
2162, Kodiak, Alaska
James J. Andrews
Fred M. Issel
Thomas Kay
Steve Lange, a member of Local 1185, Chicago, Ill., who is a brother of one of the strikers and who won Local 1185's monthly L-P raffle.

Contributions should be sent to: L-P Strikers Fund, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Support for Borski



Among the many winning candidates supported by the Carpenters Legislative Improvement Committee in the November elections was Congressman Robert Borski, who represents the Northeast Section of Philadelphia, Pa. He is shown at the presentation of a contribution to his campaign by the Philadelphia Metropolitan District Council. Left to right, Council President Ed Coryell, Congressman Borski, and Secretary-Treasurer Pro-tem Harrison Langley.

Ottawa Report



SOCREDS WIN BIG IN B.C.

The reelection of the Social Credit government in British Columbia under Premier Bill Vander Zalm does not bode well for the province's trade unionists.

The Socreds won in a landslide decision which is indicative of a shift to the right—a trend evident in area elections. Municipality elections held not long after Vander Zalm's victory followed the same trend. Even seats with a long New Democratic Party tradition were won by the right.

Trade unionists were grim about the province's future prospects and were predicting a sharp rise in unemployment over the winter, while the reaction of big business employers was optimistic.

Vander Zalm made it clear during the campaign that his economic policies, which are blamed for the worsening B.C. recession, will not change. And his 20 years in public life show us that British Columbians probably don't have much to look forward to.

KOREAN CAR SALES TAKE JOBS

Howard McCurdy, a member of Parliament for Windsor-Walkerville, Ontario, recently appealed to International Trade Minister Pat Carney regarding her decision not to seek voluntary restraint quotas on importing Hyundai cars.

McCurdy told her that top Canadian car industry officials and union executives have warned that unless the government acts now, Japanese and South Korean automakers could soon capture more than half the Canadian car market at a cost of 40,000 Canadian jobs.

For the fiscal year ending in March 1986, South Korean car imports soared 163.1% over the previous year to capture 7.6% of the total market, moving Hyundai into the number four spot.

In contrast, under a (now expired) Voluntary Restraint Agreement, Japanese car imports increased only marginally from 17.4% to 17.7%. Japan's Ministry of International Trade and Industry has indicated on several occasions that Japan will not agree to further restraints unless the Canadian Government acts to limit shipments of South Korean cars or backs off from some of its local-content demands for new plants being constructed in Canada by Japanese automakers.

UNITING AGAINST OPEN SHOPS

Open-shop construction may be making inroads in Western Canada, but if the annual convention of the Ontario building trades is any indication, it may have inadvertently unified the construction labor movement in that province.

Carpenters, laborers, electricians, and plumbers put aside their differences at the Provincial Building and Construction Trades Council of Ontario convention, and they collectively cast a nervous glance at Western Canada.

There, the Alberta-based Merit Shop Construction Association is providing workers with pensions and benefits, setting up training programs, and even establishing hiring halls—all nonunion.

Two resolutions and several speakers at the convention addressed the growing threat of nonunion construction in Canada.

Ken Martin, executive secretary of the Canadian Executive Board of the AFL-CIO's Building and Construction Trades Department, was the first invited speaker to confront the issue.

Martin stressed Ontario unionists should pay close attention to developments in other provinces, and cited as an example a recent agreement in Newfoundland.

Contractors there have promised to stop double-breasting and using nonunion subtrades—in exchange for wage rollbacks and freezes.

Martin praised the agreement as a fair and innovative one.

"If we can stop double-breasting all over Canada, then we're way ahead of where we are now."

WORKER SAFETY SYSTEM

Millions of Canadian workers could be better protected from hazardous materials under a system proposed by federal and provincial ministers.

Under the plan—the Workplace Hazardous Materials Information System—employers would be required to teach workers how to decipher the data and respond to emergencies.

The plan was proposed to the ministers by a group of business, labour, and government officials which has been meeting for three years to devise a system of dealing with hazardous materials.

Business representatives see the system as a way to reduce accidents and illnesses which result in significant jumps in the cost of employer premiums to cover compensation benefits for lost time.

The Canadian Centre for Occupational Health and Safety says more than a million people were injured at work last year.

Such legislation would set national standards for producers and suppliers of hazardous chemicals. The provinces would follow with changes to occupational health and safety laws covering their jurisdiction.

Ontario has introduced right-to-know legislation which would force employers, suppliers, and manufacturers of hazardous chemicals to inform their workers—and anyone else who asks—about the dangers of substances and the best way to handle them.

Reports from Quebec

Dissension and Discord in the Quebec Construction Industry

From time to time Carpenter publishes news and commentary from the Province of Quebec. For the benefit of our French-speaking members in Eastern Canada, here is one such report in French, below, and translated into English at right.

Voix Discordantes Chez Les Patrons Et Les Syndicats De La Construction

Le manque d'unité chez les patrons de la construction est un obstacle clef à la dérèglementation, selon les conférenciers à un colloque récent de la Fédération de la Construction du Québec.

"Le problème d'unité est beaucoup plus grand du côté patronal que syndical," affirmait M. Gérard Hébert, professeur de relations industrielles à l'Université de Montréal. Malgré les recommandations du rapport Scowen visant l'abolition de règles gouvernementales, il paraît que les employeurs ne sont pas tous d'accord sur le sujet.

Le règlement de placement, par exemple, est controversé. Dans l'industrie de la construction ce règlement fonctionne comme les règles d'ancienneté en vigueur partout ailleurs. Au lieu de l'abolition pure et simple, la voie d'amendement a ses adhérents. On dit même que la majorité des employeurs se sont habitués au système de règlement présent et ne veulent généralement pas de changement.

En citant les prises de positions divergentes et la multiplicité des associations, M. Hébert concluait que c'est le point du côté syndical qui va passer si l'industrie continue à envoyer des messages divergents au gouvernement.

En ce moment, pourtant, on entend également des voix discordantes chez les métiers de la construction. Il s'agit de la façon dont la dernière convention collective a été imposé par les dirigeants de la FTQ-Construction. Plusieurs groupes, y inclus la Fraternité Nationale des charpentiers-menuisiers, reprochent aux dirigeants d'avoir fait fi d'un vote majoritaire contre les dernières offres des patrons de la construction et d'avoir signé la convention sans autorisation.

Cette contestation qui commence à s'exprimer publiquement pourrait signaler un mouvement de réforme. Pourtant, il paraît que la F.N.C.M. n'arrive toujours pas à l'emporter au sein de la FTQ malgré son importance numérique, et on n'attend pas à voir une direction qui serait issue des menuisiers. Tant que persiste cet état de choses les membres affiliés auront à vivre avec leur problème.

The lack of a united front among Quebec construction contractors has frustrated their efforts to bring about deregulation of the industry so far. The extent of the disarray was reflected in the remarks of various panelists at a recent conference sponsored by the Quebec Construction Federation.

"The problem of unity is much greater on the management side than the union side," confirmed speaker Gerard Hébert, professor of industrial relations at the University of Montreal. Despite the recommendations of a June 1986 report aimed at the abolition of governmental regulations, it seems that the construction employers are far from unanimous on the issues.

One of the most controversial points was the proposal to do away with the regulations on hiring and placement of workers, which have been in effect since 1978. That body of rules, which among other things links hiring to the number of hours previously worked, serves the function in the construction industry of the seniority systems typically prevailing in other industry sectors. There appears to be a considerable sentiment in favor of modification rather than wholesale repeal. Some commentators have observed that the construction employers have grown used to the present system and are not highly motivated to make drastic changes.

The multiplicity of employer associations, with differing positions on critical issues, was cited as a major problem for the contractors. In a pointed summation, Professor Hébert concluded that as long as management continues to send conflicting messages to the governmental authorities, the unions' point of view should prevail.

At the same time, however, the union side appears to be having its own problems maintaining internal harmony. The most recent controversy involves the actions of the FTQ-Construction Trades leadership in imposing the latest collective bargaining agreement. Several affiliated groups, including the National Federation of Carpenters (a rival of the UBC), have been expressing substantial dissatisfaction over the FTQ's signing of the contract despite a majority vote rejecting the employers' final offer.

This internal dissension has begun to be aired publicly, and some observers have speculated about a possible movement for reform in the FTQ-Construction Trades. It appears, however, that the National Federation of Carpenters is a long way from making its views effective in the FTQ and would be unlikely to succeed in gaining a controlling position in that body's leadership. So long as this state of affairs persists the affected members will have to live with their problem.

TOUGH STRIKE LAW THREATENS HEALTH CARE WORKERS IN QUEBEC

The Liberal government of Premier Robert Bourassa in Quebec has brought in one of the toughest labor laws in Canadian history to counter illegal strikes or slowdowns in hospitals and other health-care institutions.

Bill 160 threatens Quebec's 134,000 hospital and health-care workers, including nurses—and their unions and union leaders—with an unprecedented array of sanctions and penalties.

The emergency law, rushed through to halt a threatened series of illegal 24-hour walkouts in health-care facilities decrees:

- Any employee illegally absent from work or failing to carry out his regular duties

would lose one year of seniority for each day or part of a day the offence lasted;

- Fines ranging from a minimum of \$10,000 to a maximum of \$50,000 a day for any union officer who "contravenes or incites or encourages a person to contravene" the illegal work stoppage ban;

- Fines for individual offenders starting at \$25 and going up to \$10,000;

- Fines for unions ranging from \$20,000 to \$100,000 per offence for declaring an illegal work stoppage or failing to induce their members to obey the law. Employees involved in a work absence or slowdown would be docked an additional day's pay,

up to 20% of total salary per pay period, with the government giving the money to a charity;

- Unions held liable for damages resulting from a violation of the law would be assumed guilty unless they proved their innocence, a reversal of the usual burden of proof.

Bourassa said the legislation was necessary because illegal strike action in hospitals has become "intolerable" in Quebec.

The hospital and health-care workers are among 300,000 public servants who have been negotiating with the Quebec government for up to 18 months for renewal of their three-year contracts.

Labor News Roundup

Strike activity showed increase in 1986

Last year was a busy year for work stoppages, with 31 major stoppages commenced during the January-June period, compared with only 17 in the first six months of 1985. The record low in 1985 for a 39-year period was only 54 major strikes (those involving 1,000 or more workers). In the first six months of 1986, 280,000 workers were involved in the strikes—a total which fast approaches the 324,000 1985 total.

Construction industry pension plans improving

Although a recent survey shows that pension plans are becoming healthier in most industries, construction experienced the best record last year among all industries with 85% of industry plans having vested benefits that are fully funded. Construction plan experts consider, however, that 15% unfunded liability is still a serious problem. After 12 years of ERISA, enacted to safeguard pension plan assets, even 15% is an unacceptable number.

All-union runners in St. Paul

In St. Paul, Minn., the labor movement is not entirely preoccupied with wages and hours and dollars and cents. This was shown when the State AFL-CIO announced formation of a competitive runners' group. The first event is certainly not for sissies because it's a 100-kilometer run. That's not a misprint; it's a 62-mile relay. Union leaders predict that if the runners (all of them union members) aren't in top shape when they start out, they will be when they finish.

Frances Perkins first female unionist in "Hall of Femme"

In Boston, Mass., "America's Hall of Femme," comprising the nation's 25 most notable women, recently acquired its first female unionist. Named to the women's hall of fame was Frances Perkins, first N.Y. State and U.S. Secretary of Labor and pioneer of innovative labor legislation.

Idaho votes to keep R-T-W law

Idaho remains the 21st Right-to-Work State as a result of a Nov. 4, 1986, referendum in which 54% of the voters favored keeping the law and 46% voted for repeal. The margin of victory was wider than many observers anticipated. A poll published six days before the election by the *Idaho Statesman* showed voters evenly split on the issue.

The referendum initiative began Jan. 31, 1985, when the Republican-dominated legislature overrode Democratic Governor Evans' veto of a bill barring union shop contracts making union membership a condition of employment. Although organized labor quickly rounded up enough petition signatures to force a referendum on the law, the Idaho Supreme Court denied a union attempt to block enforcement of the law in the period between enactment and the date of the referendum vote.

Generation gap evident in work attitudes

A study by the School of Business at Harvard University shows a dramatic difference in work attitudes between people over and under 40.

Those over 40 accept authority and see work as a duty and an instrument to support the family. Workers under 40 distrust authority and believe work should be socially enjoyable. The older generation expects promotions to come only after years of experience, whereas the younger generation believes people should advance as soon as their competence permits.

People over 40 see fairness as treating everyone the same, while people under 40 believe fairness requires that individuals be allowed to be different. Finally, the older generations cares about status and possessions, while the younger generation values experiences.

California official charged with neglect of state labor laws

The Painting and Drywall Work Preservation Fund Inc., representing unions and employers, filed suit in Superior Court in San Francisco, Calif., charging that Gov. George Deukmejian's appointees in the Department of Industrial Relations are failing to enforce state labor laws. The *California AFL-CIO News* said the complaint alleges failures to enforce prevailing wage laws and apprenticeship standards. The *News* noted that the labor standards division is headed by a Deukmejian appointee who previously worked for a union-busting law firm.

Cole retires from Meany Center; Walsh signs on

Gordon Cole, who taught newswriting and other media courses at the George Meany Center for Labor Studies in Silver Spring, Md., has retired after nearly 50 years in the union movement. Cole, 74, was a long-time director of public relations for the Machinists before joining the Meany Center. Prior to that, he worked as a reporter at the *Syracuse (N.Y.) Post Standard*, the *Wall Street Journal*, the *PM* news bureau in Washington, D.C., and *Labor Relations Reporter*. He was the first president of the International Labor Press Association and served on its board for 12 years. Louis Walsh, the editor of the *Washington Post's* national desk and a former UPI editor and reporter, has been chosen as his replacement.

Amtrak fined for incompetence, employee harassment

Despite a \$1 million penalty from Congress for management incompetence and employee harassment, Amtrak's abuse of employees has grown worse on a national scale, charged Michael Young, chairman of the Railway and Airline Clerks' Amtrak System Division and the Amtrak Service Workers Council. The \$1 million penalty stemmed from an investigation in the Chicago region. However, Young said the number of unjustified disciplinary actions against employees has "dramatically escalated" in Miami, Fla.; Tampa, Fla.; New York, N.Y.; Washington, D.C.; Los Angeles, Calif.; and Boston, Mass.

Buildings in U.S. will double by 2040

According to a report by the Dodge/DRI Corp. and Real Estate Corp., if current growth trends continue, the number of buildings in the U. S. will double by the year 2040. The study, claiming to be the first of its kind to reliably estimate an inventory of 15 different types of buildings at national, state, and county levels, indicated that 75% of all commercial floor space standing in 1985 was built before 1970. This percentage varies regionally from a high of 91% in the Mid-Atlantic states to a low of 61% in the West South Central region. From 1970 to 1984, based on square footage, total inventory showed an average annual growth of 1.66%. In the nonresidential category, average annual growth was: commercial, 2.02%; manufacturing, .30%; and institutional, 1.86%.

LOCAL UNION NEWS

Arkansas Members Build Biggest Sundial

In celebration of Arkansas' 1986 sesquicentennial anniversary of statehood, volunteers from throughout central Arkansas recently gathered to construct a sundial in North Little Rock. Carpenters Local 690, Little Rock, Ark., was joined by electrical workers and bricklayers to complete the project, which will be listed in *The Guinness Book of World Records* as "the world's largest horizontal sundial, serving as a clock, calendar, and compass." The North Little Rock Volunteers for Improvement and Preservation Committee acquired, from more than 50 nations, the contribution of either a stone or brick from a historic structure to be included in the face of the Sesquicentennial Sundial.

As excerpted from the invitation to the dedication ceremony sent to President Reagan: "Among the contributions is a brick from the house where the Jewish child Anne Frank and her family hid from the Nazi terror. A specially inscribed piece of marble from the Vatican was sent by Pope John Paul II. The Republic of China sent a 1,000-



Union volunteers at work on Arkansas' Sesquicentennial Sundial, expected to be the world's largest.

year-old stone from their Great Wall . . . Granite from the Holy City of Jerusalem . . . a brick from the building in Senegal that served as the gateway for slaves leaving that country en route to the United States, and many others, are all united in this historical project."

Arkansas Pipe Firm Signs With Local 2111

Local 2111, a newly chartered UBC local in Siloam Springs, Ark., recently signed an agreement with Jet Stream Plastics Pipe Inc. The contract provides a grievance and arbitrating procedure, safety and work tools, a seniority clause, reporting and call-in pay, and many additional benefits, including improved and adjusted wage rates.



Local 2111 Negotiating Committee Chairman Bill DonCarlos signs the agreement.



UBC Representative Jim Tudor, right, with Local 2111 members Willie Reed, Tom Squire, Kenneth Allen, and Lonnie Davison.

Council Trustees



Lonie Ellison, left, and Lois Seesoltz, center, were recently sworn in as trustees of the Mid-Eastern Industrial Council by Council Secretary Joe Farrone. The ceremony was held during a regular meeting of the Council.

Illegal Aliens Used For Cheap Labor

Fifteen illegal aliens were arrested in Olathe, near Kansas City, Mo., recently, highlighting what Kansas City District Council Executive Secretary Virgil Heckathorn calls "a serious and continuing problem." Illegal workers were employed at an apartment complex in Overland Park, Mo., where 52 alien workers were arrested the prior year.

Heckathorn described conditions as "deplorable" when alien workers were discovered living on construction sites as "virtual slave labor," and not even making minimum wage. He told the *Kansas City Labor Beacon* that by using such cheap labor without providing benefits or paying Social Security, withholding, or unemployment taxes, out-of-state subcontractors can come into town and make bids for construction work that "not even the local nonunion contractors can match."

Are union dues too high?

If you smoke a pack of cigarettes a day at 95¢ per pack, in 50 years you would spend \$17,349.38.

If you go to the beauty shop once a week at a cost of \$10 per visit, in 50 years you would spend \$26,000.

If you get a haircut every two weeks at the barber shop, and you pay \$7.00 per visit, in 50 years you would spend \$9,100.

If you drink one soft drink a day, at a cost of 50¢ each, you would spend \$9,125 in 50 years.

If you spend \$10 a month for union dues, you would spend \$6,000 in 50 years; \$20 a month union dues would come to \$12,000; and \$30 a month union dues would amount to \$18,000 over 50 years.

Your union is your security for the future. If we didn't support our union, we could no longer have the protection of a contract and a grievance procedure.

When you stop and think about it, the security provided by your union isn't really all that expensive, is it?

—St. Louis/Southern Ill.
Labor Tribune

Two New District Councils Created In Southern and Central Illinois

Two new district councils have been organized in Illinois—one in the southern portion of the state and one in the central portion of the state.

The now-operating Southern Illinois District Council of Carpenters has jurisdiction in 33 counties. The new council is the result of the consolidation of three councils in the southern Illinois area—Madison County and Vicinity District Council; Tri-Counties, Illinois, District Council; and Southeastern Illinois District Council. Approximately 5000 members are under the council's jurisdiction, comprising 14 local unions. The business office is at 4 North 98th Street, Belleville, Ill.; meetings will be held in Mt. Vernon,

Ill. Officers include Noel Carny, president; Charles Muenstermann, vice president; Jim McGuire, secretary-treasurer; Hubert Carman, warden; Jim Kennedy, conductor; Jack Boyle, trustee; Lloyd Arras, trustee; and Jerry Bookman, trustee.

Also formed, from the consolidation of the East Central Illinois District Council and the Central Illinois District Council, was the Mid-Central Illinois District Council of Carpenters. The new council's area encompasses 41 counties and 34,000 square miles. The new council will meet at the former East Central District Council offices at 1435 North Water Street in Decatur, Ill.



Presenting the charter to the new Southern Illinois District Council are, from left, General Representative Don Gorman, Third District Board Member Thomas Hanahan, Council Secretary Jim McGuire, General Representative Dean Beck, and Council President Noel Cerny.



On hand for presentation of the Mid-Central Illinois District Council charter at Springfield, Ill., Local 16's hall are, from left, District Council President Larry Butler, District Council Secretary-Treasurer Phillip G. Burnett, Board Member Hanahan, Second General Vice President Pruitt, and General Representative Gorman.

Corral Construction?



It seems some over-eager workmen constructing a water waste treatment plant in Maryland didn't want to let the sawhorse get away.—from Martin Schweiger, Local 101, Baltimore, Md.

100th Anniversary Celebrated in Texas

Local 198, Dallas, Tex., recently marked its 100th anniversary with a grand celebration and the publishing of a 100th anniversary commemorative history booklet.

When the local was first formed in 1886, early meetings were in members' homes with a password needed to gain entrance. For over 50 years, the local was headquartered in the Labor Temple, a co-op building owned by several local unions. Membership over the years has fluctuated, from as low as 200 members during the Depression to over 3500 members. But throughout the years, the local has kept strong by not only emphasizing the trade but by emphasizing apprenticeship and training, activities that include the family, and keeping abreast of politics.

Florida Council Convention



The newly-chartered Florida Council of Industrial and Public Employees gathered for a convention and swearing in of the new officers. Pictured above, from left, are Charles "Buddy" Brown, council vice president, Local 2044, Fernandina Beach; David Allen, acting executive secretary; Walter Gray, Local 2044; Pat Davies, council trustee, Local 2038, St. Augustine; Jim Turbeville, council conductor, Local 2002, Palatka; James Willis, Local 2038; Louis Thomas Collins, Local 2357, Cross City; Rodney Smith, Local 2460, Clearwater; Samuel Kight, Local 2357; Robert Alexander, council president, Local 2460; James Young, council trustee, Local 2357; Cecil Raulerson, council trustee, Local 2502, Glen St. Mary; Walter Morrison, Local 2081, Jacksonville; Eldridge Wheeler, Local 2502; Douglas Dycus, council warden, Local 2081; Mike Vignoul, Local 2460; Willard Masters, UBC representative; and Earl Hamilton, UBC representative.



Members of Local 198, Dallas, Tex., gather to celebrate the local's 100-year anniversary.

Massachusetts Carpenters Rally



Before election day, Local 1305, Falls River, Mass., joined in for a "Massachusetts Carpenters for Dukakis Rally" in Boston, Mass. Seated, from left, are Philip Sanchez; Dave Faggioli; Don Rogers, president; Bernie Skelly, business manager; Kris Perez; Raymond LaFleur, recording secretary; and Ronald Rheaume. Standing, from left, are Robert Benetti; Carl Soderquist, representative (behind sign); Edward Lima, warden; Governor Michael Dukakis; Acacio Oliveira; Norman Dumont; and Leo Guay, conductor. Governor Dukakis was re-elected, receiving 69% of the vote.

Members In The News

Parasynchuk's Creations



Parasynchuk displays his stage coach. He doesn't sell his creations or enter competitions for fear they'd be damaged. He plans to hand them down to his children.

Bennie Parasynchuk can make just about anything, and the *Medicine Hat News* recently told its readers about it. In his house you'll find furniture, tools, wall ornaments, and elaborate wood mosaic floors—all his handiwork. Yet this charter member of Local 1569, Medicine Hat, Alta., has never had a lesson in carpentry or woodcarving.

Talent, patience, and imagination have been enough to take his ideas and designs from his head to his hands with a beautiful piece as the finished product. And he rarely even needs to make plans or sketches. Power tools assist him on some projects, but Brother Parasynchuk often improvises to make small things. He made his own lathe and chisel as well as some metal gardening tools.

The 35-year UBC member's father was a blacksmith, and as a child Parasynchuk would help shoe horses, repair plow shears, and fix the sleigh. The blacksmithing held a fascination for him—he could make or fix all sorts of things.

This fascination stayed with him throughout the years. From toys for his three children and eight grandchildren to kitchen utensils for wife Margaret to a sausage press made out of metal, if he can't buy it or afford it, he'll make it himself.

Parasynchuk worked as a laborer for a construction company until an accident laid him up for a while. His boss came to visit him and after seeing some of his work, offered him a job as a carpenter.

His specialty at work was cupboards and one look at his kitchen

This picture hangs in the living room. The water is made of plaster of Paris, the mountains of particle board, and the boat of wood. Parasynchuk handcarved the wooden frame and highlighted his picture with a metal starburst.



Not content to supplement his work with store-bought items, Parasynchuk generally makes everything from scratch. The wagon above is one of his more involved creations.

shows you why. He's used rotary-cut veneers throughout, creating a beautiful, continuous pattern on the cupboard doors.

Parasynchuk, who works mostly in mountain ash, apple, oak, and maple, often picks up the wood during strolls through his neighborhood. For his stage coach, shown in an accompanying picture, the only thing he bought were the hinges, making the nuts and bolts, wheels and spokes, lanterns and window blinds from scratch.

The stage coach is his pride and joy, but he gets a great deal of satisfaction from everything he makes. The boyhood fascination is still there.

"I have the pleasure of making something, and I enjoy it," he says.



The details of this wooden floor with its starburst center parquet surround, and unusual border show off the marquetry skills of Brother Parasynchuk.

Sladojevic Saves Life

The last thing Michelle Nixon remembers was feeling like she was "drifting off to sleep." She knew she was drowning, and couldn't do anything about it. But George Sladojevic, a 16-year member of Local 1618, Sacramento, Calif., could. Sladojevic, relaxing on a sandy beach downstream from where Nixon's raft hit a bridge piling and dumped her and two friends in the water, jumped in a canoe and pulled Nixon out of the river, said the *Sacramento (Calif.) Bee*. The two friends swam to safety.

"I saw her out there trying to make it in the current," said Sladojevic. "When I got to her she was underwater. I jumped from the canoe and grabbed her by the hair and pulled her into the boat. She coughed up some water, smiled and that was that."

Carmichael Fire Department member Henry Ogg told the *Bee* that in going in and pulling someone out of the water, Sladojevic had done what few people would do, while firefighters at the scene discussed recommending Sladojevic for the department's lifesaving award.

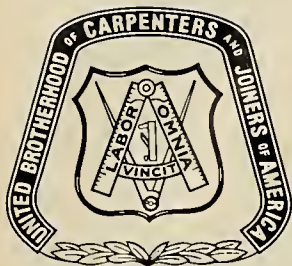
Building Bubbles in the Air

George Story delights in the world of fantasy and dreams. In fact he spends a great deal of his time marketing the magic of bubbles. But this Local 43, Hartford, Conn., member isn't dealing with bubbles of the tiny variety. According to an article in the *Journal Inquirer*, the South Windsor native is selling super-size soap suds.

A carpenter by trade, Story is working as a foreman on the Connecticut state Capitol renovation project, and for nearly two years he's led another life—the life of a "Bubble-Thing" salesman.

The Bubble-Thing creates a swirling globe of rainbow colors in incredible sizes and shapes. To demonstrate, Story dunks what looks like a carpet rod into a pail of soapy water, holds it up to a slight breeze, and within a magical moment has produced a ten-foot by three-foot bubble.

Story and David Stein, the creator of the Bubble-Thing, are marketing it for \$9.95. It was a big hit on the beaches of Cape Cod last summer and the orders are coming in faster than they can fill them.



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**EXCLUSIVELY FOR CARPENTERS & JOINERS
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YOU & YOUR SPOUSE ARE GUARANTEED ELIGIBLE! If you are Age 65 or older, you will be accepted for SENIORSHIELD '87, regardless of your past or present health!

PAYS THOSE DEDUCTIBLES & AMOUNTS NOT PAID IN FULL BY MEDICARE! Anyone over Age 65 knows very well that Medicare does not cover all health care costs . . . and the bills left for you to pay can be staggering. SENIORSHIELD '87 fills these Medicare gaps with insured benefits paid direct to you, for health care you receive either in the hospital or at your doctor's office. Think of the peace of mind in knowing SENIORSHIELD '87 dollars will be there when you need them!

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WHY LET MEDICAL COSTS RUIN YOUR GOLDEN YEARS? Today, you need all the insured protection you can get to cover Medical Expenses not paid in full by Federal Medicare. On January 1st, new 1987 Federal Deductibles once again will reduce Medicare Benefits you can claim and increase those Personal Health Care Costs you must pay! UBC SENIORSHIELD '87 is designed to cover these new Federal Deductibles for you, plus the many other Medicare Supplement Benefits you require!

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\$520.00 Deductible
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**Pays \$286.00 A Day
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**Pays 90% Of Eligible
Medicare "Lifetime
Exhausted!**

**SUPPLEMENTS MEDICARE
20% Of Eligible Costs
Well As Medical Supp
Hospital!**

**EXTENDS MEDICARE
FITS UP TO A FULL
Skilled Nursing Facility
For Any One Illness**

**PRIVATE DUTY NURSING
Paying Benefits For
Registered Or Practicing
ness Or Injury.**

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AVAILABLE FOR THIS AFFORDABLE WAY
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Amounts Not Paid By**

**Supplement Your "Life-
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**Additional Expense If Your
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**CONVALESCENT BENE-
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**COVERED, TOO . . .
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SENIORSHIELD '87 covers health care you receive in the Hospital . . . your Doctor's Office . . . at a skilled Convalescent Nursing Facility, paying those amounts not covered in full by Federal Medicare! Plus, there is NO LIMIT on the number of times you can collect . . . NO LIMIT on how long you can keep this plan! You are guaranteed eligible today . . . and can maintain SENIORSHIELD '87 Medicare Supplement Benefits for life! There is NO MAXIMUM AGE . . . NO MAXIMUM BENEFITS!

EASY TO ENROLL! Your Carpenters & Joiners SENIORSHIELD Enrollment Kit personalized to you will be mailed to your home in early January. Be sure to read this material carefully so you understand this opportunity fully. UNIONCARE Service Representatives will be available by Toll Free Telephone to answer any questions you may have! Then, simply complete and mail your SENIORSHIELD '87 Enrollment Application in the pre-addressed postage paid envelope provided. There are no health questions to answer . . . no one to see . . . no appointments to keep. What could be easier?

IF YOU ARE NOW ENROLLED IN UBC SENIORSHIELD BENEFITS through our Charter Offer earlier this year, you need not re-apply now. Your Medicare Supplement Benefits will automatically cover your new 1987 Federal Deductibles as of January 1st!

YOUR SATISFACTION GUARANTEED! You will have a full 30 days to review your SENIORSHIELD '87 Policy Certificate when it arrives by return mail. You must be completely satisfied or your initial premium will be refunded in full . . . no questions asked.

INSURE UNION . . . STAY UNION! SENIORSHIELD '87 has been designed and underwritten by The Union Labor Life Insurance Company, owned and operated by American Labor Organizations. ULLICO is licensed in all 50 States and is a Union Label Company. Union Members serving Union Members!

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IN EARLY JANUARY. . .**

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Simple to use, time-saving tool that works with ANY fraction to 1/64th

Now you can solve all your building problems right in feet, inches and fractions—with the all new Construction Master™ feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

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You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

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—DIMENSIONAL CALCULATOR—

PITCH	RISE	RUN	SLOPE	ON/C
BOARD FEET	BY	UNIT PRICE	TOTAL BOARD FT	TOTAL \$ AMOUNT
INVERT TO	FEET	INCHES	YARDS	METERS
CUBIC	SQUARE	FEET	INCHES	/

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MP 4 5 6
M 1 2 3
M 0 . = -

Calculated Industries

New calculator solves problems right in feet, inches and fractions. On sale for \$89.95.

Plus the Construction Master™ actually displays the dimension format of your answer right on the large LCD read-out—sq. feet, cu. yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

It couldn't be any simpler to solve for diagonals and more.

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APPRENTICESHIP & TRAINING

Apprentices Build Wheelchair Ramps

Community service projects are an important part of union membership for apprentices, members, and officers of Local 690, Little Rock, Ark. One weekend last summer, Local 690 Business Representative Jim Osburn and Local 690 apprentices ignored the 103° weather to pursue their ongoing project of donating labor to build wheelchair ramps for disabled area residents.

The Bass brothers, Joe, Charles, and Jimmy, all wheelchair-bound as a result of Muscular Dystrophy, gained a ramp from materials donated by Mt. Sinai Baptist Church and by the apprentices doing the labor.

Robbie Clifton not only received a much-needed ramp but a new pet rabbit to replace the one he'd recently lost. The materials for Robbie Clifton's ramp were donated by the Knights of Columbus #6253, North Little Rock.



Robbie Clifton receives his pet rabbit from a Local 690 apprentice.



Joe, Charles, and Jimmy Bass happily watch the progress of their new wheelchair ramp.

Job Corps Training Seminar a Success

The UBC Job Corps staff recently gathered in Denver, Colo., for a training seminar. The week was used to share and exchange ideas to better serve and teach the pre-apprentice students enrolled in the Brotherhoods' Job Corps program.

Eugene Shoehigh, fifth district board member, Ted Sanford, president of the Colorado Centennial District Council, and Steve Sanford, administrator of the Colorado Statewide JAC, addressed the group. Leon Anderson, director of Human Resource Programs, Washington, D.C., and Fred Todd, director of Job Corps, Department of Agriculture, Washington, D.C., also addressed the group, expressing their appreciation and support to the Brotherhood. Anderson reported on a recent GAO report indicating the centers that involve the union crafts in vocational training have a far better training/placement/wage retention rate than those centers that do not have the union crafts.



James Tinkcom, UBC director of apprenticeship and training, left, and Eugene Shoehigh, fifth district board member, on the dais at the Colorado training seminar.

Public Institutions Are Support Services

Early apprenticeship legislation in North America provided that public schools would be the institutions primarily concerned with craft training. Over the years, however, unions and vocational schools became more and more responsible for apprenticeship training.

Today the role of the public institution is basically that of a support service.

And that is as it should be, according to a panel of training leaders at the UBC's recent Mid-Year Training Conference in Boston, Mass. The panelists—Joseph D'Aries, director of the New Jersey training program, and Leonard Liebelt, training coordinator at Tacoma, Wash.—told the conference: "When an instance of negative effect arises in relations between a program sponsor and a public institution, the program sponsor should point out to the public institution that the industry describes the training process that is needed and required and that the role of the public institution is only to be a support service, as it transfers funds from their source to the program."

Conference participants learned that most public institutions have supported apprenticeship programs that wanted to acquire their own facilities so they could conduct hands-on training and have a greater control over their own programs. Public institutions have accepted their role of being only the funnel through which state and federal funds are distributed for training purposes.

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Santa Ana Graduates

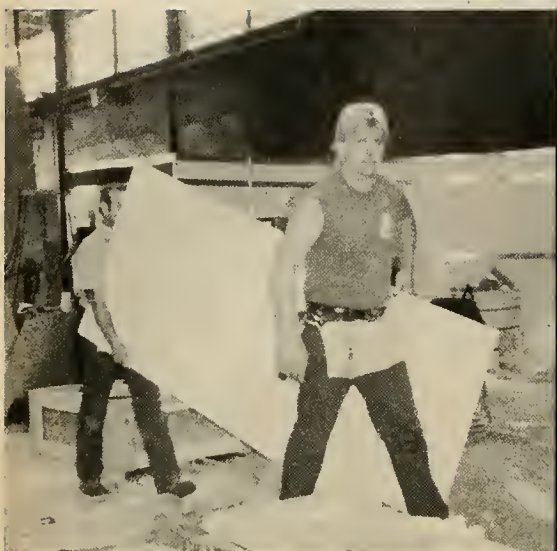


Graduates of Local 1815, Santa Ana, Calif., recently received their journeyman certificates. Seated, from left, they are Luis McCormick, John Olson, David Hughes, Harvey Gradilla, and Brian Marsh. Standing, from left, are Bill Perry, Orange County District Council secretary-treasurer; Doyle Archer, Orange County District Council president; Paul Cecil, UBC representative; Baldwin Keenan, Local 1815 president; Mike G. Lucio, Local 1815 business representative; and S.E. Cobs, Local 1815 financial secretary.

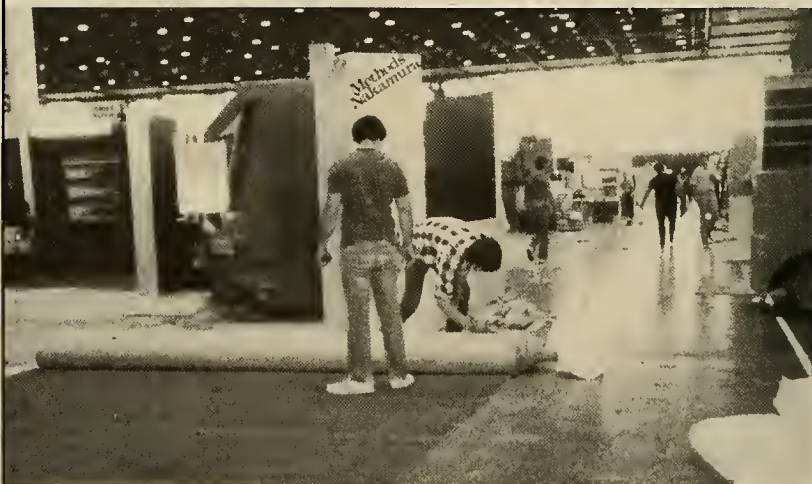


Attendants to the Job Corps seminar convened for discussions.

Chicago Members Install Exhibits For Big International Trade Show



It was one of the biggest international trade exhibitions ever—the 1986 International Machine Tool Show at McCormick Place, Chicago, Ill., September 3–11. There were 1,400 exhibitors, nine miles of aisles for the 110,000 show visitors, with one million square feet of exhibit space sold. There was almost enough heavy machinery shipped in from all over the world to “sink a battleship,” according to one UBC member.



A total of 669 carpenters from locals in the Chicago and Northeast Illinois District Council worked on the show.

In addition, there were 500 union riggers, 325 electricians, 150 decorators, 57 plumbers, and 175 teamsters—an all-union production which took up not only the main exhibition area of McCormick Place but all of the display space in a new annex to the big facility on the lakefront.

McCormick Place was the site of the United Brotherhood's Centennial Convention in 1981. It is one of the most spacious exhibit facilities in North America, and it bears a union label.



Employers to Tough Out 1987 Negotiations

Employers intend to keep up their increasingly aggressive bargaining attitude towards unions during 1987, according to a survey by the Bureau of National Affairs.

BNA, a private publishing company, said its second annual survey of employer negotiating plans shows "no appreciable decline in employers' tough bargaining strategy."

The confidential survey, entitled "Employer Bargaining Objectives, 1987," is based on responses of 181 companies with union contracts expiring in 1987, and outlines their negotiating plans.

The "most startling find" of the survey, which was conducted over the summer, is that three out of four employers said they would consider replacing their workforces to keep operating during a strike, BNA reported.

According to BNA, the major contract expirations in 1987 are transportation pacts between the United Auto Workers and General Motors and Ford Motor Co. Other contracts are expiring in aerospace, airlines, food, health care service, insurance, and utilities.

BNA said other survey findings, which

show no appreciable differences with last year's survey, include these points:

- 77% of surveyed employers are planning to bargain pay hikes averaging 2% to 4% a year;
- Nearly a third of surveyed firms said they will seek two-tier wage structures;
- If employers meet their goals, they will do away with cost-of-living clauses and pattern bargaining;
- Employers showed little interest in negotiating improvements in paid time off, job security, and insurance, and virtually no interest in setting up legal services or child care programs;
- Health care cost containment provisions were prevalent in the contracts surveyed, but many employers said they would seek higher deductibles, and increased worker contributions;
- More than 80% of surveyed employers who said they had restrictive work rules reported they would try to relax them;
- Nearly half the employers said they would be more willing to bargain pension benefit hikes than other benefit improvements.

Ontario Commission Denies Pension Withdrawals

In a move its supervisor describes as unusual, the embattled Ontario Pension Commission has rejected one company's application to withdraw \$35-million in surplus funds from its pension plan and told another to negotiate a settlement with former employees who oppose its attempt to get a \$1-million refund.

In an interview, John Kruger, the chairman of the pension commission, would not identify the company whose application was rejected.

He said, however, that a majority of the workers covered by the company's pension plan are in Quebec, whose laws prohibit the withdrawal of pension surpluses except when a plan is being wound up.

"There was some question of the company moving [its head office] to Quebec, so obviously [it] was trying to get in under the wire," Kruger said.

As for the smaller case, which has pitted a number of former employees of MAN Lepper Inc. against W. J. [Bill] Sinclair, a businessman from Oakville, Ont., Mr. Kruger said: "We had written representations before us from both Mr. Sinclair and some of the employees and [the latter] cast some very strong doubts on the viability of the application. . . ."

"So what we're saying is that [Mr. Sinclair] cannot withdraw the surplus . . . and

that he should get back to the employees to determine whether he can negotiate a settlement that is agreeable to them and to the commission."

Failing that, he added, the matter will be "forwarded for judicial review before the courts."

Mr. Sinclair bought MAN Lepper from its West German parent last July and promptly closed its two plants—one in the Toronto-area city of Scarborough, the other in Napanee, west of Kingston, Ont. He folded their operations into those of his Canada Machinery Corp., which is based in Dundas, Ont.

Despite reiterating statements he made that the MAN Lepper pension plan "states clearly that any surplus is to accrue to the company," not, as his opponents argue, to the employees, Mr. Sinclair said he was not surprised by the commission's move.

One person who will be pushing Mr. Sinclair hard for concessions is Karl Maier, who was president of MAN Lepper from 1977 to 1985 and its operations manager for nine years before that.

"I have not only a personal stake, but the stake of the former employees who I still feel are my responsibility," Mr. Maier said, adding: "The pension fund belonged to the employees. It had never been considered anything else by the board."

Standard Designs Could Reduce Nuclear Costs

Future nuclear plants employing standardized designs could be built in the United States at a cost that is 55% or more below recent "best cost" experience, according to an Atomic Industrial Forum study group.

With standardization, a nuclear plant authorized today could begin commercial operation in 1992 for an estimated capital cost of \$1186 per kilowatt of capacity (current dollars), a report by the AIF study group concludes. This compares with \$2650/kw for a custom-built plant whose costs mirrored 1985 best cost experience and which took 11 years (until 1997) to complete.

If the U.S. had a standardization program in place in 1980, a nuclear plant authorized at that time would have reached commercial operation in 1986 at a capital cost of \$938 per kilowatt, the AIF report says.

The AIF study group said such a first-year cost of electricity from a standardized nuclear power plant is believed to be competitive with, or cheaper than, any other energy resource for providing new electricity generating capacity.

Further cost reductions could be achieved by reducing the construction schedule to five years or less, as has been achieved in other countries and in the U.S. in the 1960s and early 1970s, the AIF study group pointed out. The average construction time for nuclear plants brought on line in the 1981-85 period was 11.2 years in the U.S., versus 5.3 years, for example, in Japan.

Nobody's Perfect . . . but Unions Come Close

Union officials are honest, hard working individuals, dedicated to upholding the law and helping their members. Elections for union office are held regularly. In 99.9% of the elections studied, there was no evidence of improper conduct.

Union officers also have a keen sense of protecting the member's dues. The Surety Association of America studied the insurance rates of institutions that insured against illegal or negligent conduct by their officers. The study found that union officials were a significantly lower risk than government, business, or financial officials. Less than 1% of unrecovered losses by bonding companies (\$8 million out of \$113 million) were union losses. Bank losses, by contrast, were \$45 million; business losses, \$42 million; stockbrokers, \$8.7 million. Even government officials lost more—\$1.4 million. More bank presidents are convicted of embezzlement than are union officials.

So the next time anyone claims that unions are corrupt, tell that person to compare the union record to either business or government. The record is a good one.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

RESTORATION AWARD

A restoration project directed by Merle Mullikin, a Local 496, Kankakee, Ill., member was honored with two statewide awards recently. Gov. James Thompson awarded Kankakee with a first prize for economic development and a general third place award for a volunteer program in its population class.

Kankakee Neighborhood Housing Services and Kankakee Community College joined forces to restore a two-story home in Upper Riverview, Ill., under the direction of a union carpenter and a union painter. A class project for KCC career education students, the effort involved 150 hours of volunteer labor, \$27,400 in private funds, and \$48,599 in government funds.

KNHS is a private, nonprofit community housing organization. Once restoration is completed on a home it is sold and the profits rolled into the next renovation.

TO J.T.P.A. COUNCIL

Mickey Holzman, business manager for Local 1539, Skokie, Ill., has been appointed to the Illinois Job Training Coordinating Council by Governor James Thompson. The appointment, which was effective as of May 1986, continues until the end of June 1987.

The council consists of 42 members, including three other representatives of organized labor, who are to advise the governor on the operation of programs funded by the Federal Job Training Partnership Act.

LITTLE LEAGUE WORK

The Little League in Kodiak, Alaska, boasts over 400 youths and 100 adult supervisors, making it the largest youth organization in the city. Among the adults participating are representatives from Local 2162, Kodiak. The local has been sponsoring a team in the league for three years and has donated labor for the maintenance of ballfield buildings for the past two.

NEW YORK SCHOLARS

The Carpenters District Council of New York City and Vicinity awarded 32 scholarships for 1986 to sons and daughters of members of the New York City District Council. Scholarship winners are shown at right with, seated center, from left, District Council President Paschal McGuinness, UBC General President Patrick J. Campbell, and First General Vice President Sigurd Lucassen. First District Board Member Joseph Lia is at far right.



James Ellis, left, is presented the Volunteer of the Year Award by William LeBlanc.

FOR HUNTER SAFETY

James Ellis, a retired millwright member of Local 2007, Orange, Tex., has certified 226 students in 11 Hunter Safety Education classes through a Texas Parks and Wildlife Department program. The volunteer instructor was recently honored as Hunter Education Volunteer of the Year by the Sportsmen's Clubs of Texas.

Parks Department officials have nothing but praise for his conscientious attitude and dedication to increasing students' knowledge of wildlife conservation and natural resource management.

Ellis cites hunting, shooting, and camping as hobbies, but teaching seems to come naturally to him. He attended Louisiana State University and completed extension courses at Texas A and M. Since his honorable discharge from the service after World War II, Ellis has taught vocational education in California and at Lamar College Beaumont, Tex. He is currently teaching the adult men's class at North Orange Baptist Church in addition to his work with hunter's education.

LABOR DEGREE

Earl DuVall II, president of Local 1024, Cumberland, Md., recently received a Bachelor of Arts degree in labor studies from Antioch University through an external degree program at the George Meany Center, Silver Spring, Md.

The college degree program, offered by Antioch with the George Meany Center, permits participants to study independently at home while continuing their regular union work. DuVall, 36, received some college credits for competencies gained through his experience in the labor movement and for his carpentry apprenticeship.

Since enrolling in the program, he has spent one week at the beginning of each six-month term on campus at the George Meany Center meeting with counselors and attending classes where he was introduced to courses of study to be pursued at home during the following six months.

The George Meany Center's external degree program is open to all leaders of AFL-CIO affiliates. More than 140 are now enrolled; 99 have graduated.



Earl Duvall receives his diploma from Isaac Hunt, Antioch School of Law dean.

BOAT RACE CHAMP

For over 27 years Mikel Crawford, a member of Local 91, Racine, Wisc., has enjoyed the sport of boat racing. This year, during the July Fourth weekend, Brother Crawford won the American Power Boat Association's 1986 20 Modified Run-about classes national title. The champion was racing in Decatur, Ill., when he realized his goal.



Toyota Protest

Continued from Page 9

was with the management of the construction project, not with the Japanese people.

Inside the embassy, Japanese consular officials from cities throughout the United States were meeting. Their agenda, an embassy official confirmed, included a discussion of the "Japanese business image in this country."

Outside, union members from Washington and Baltimore area locals carried placards, chanted protests, and distributed pamphlets explaining the dispute.

Another building trades protest was held in New York on November 21, at the site of a meeting between the Japanese ambassador and executives of Japanese firms operating in the United States. Members of the New York City District Council participated in this Manhattan rally.

Workers Take Jobs

Continued from Page 3

1982, to apply for legal status. Because of this, the federal government will set aside \$1 billion a year for four years to reimburse state governments which provide public assistance, health care, and education to illegal aliens who gain legal status under the law.

Meanwhile, the Labor Council for Latin American Advancement warns undocumented workers who are considering utilizing the recently approved Immigration Reform Act that "a premature or carelessly prepared approach to a government agency may seriously jeopardize their opportunities to become documented workers or U.S. citizens."

"The Immigration and Naturalization Service has yet to complete the process of drawing up the federal regulations under which they will administer the new immigration reform legislation. Until that process has been completed and the new regulations published in the Federal Register, there remains a considerable area of uncertainty and confusion. Undocumented workers could trap themselves unwittingly in a tangle of red tape and bureaucratic ineptness and indifference that might result in grave consequences to their chances to live and work legally in the United States."

This is true. However, the U.S. national civilian worker unemployment rate stands at 6.8%, little changed from what it was when President Ronald Reagan took office, six years ago. What are their chances to live and work in the United States?

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Stephen Schultz, Orangeville, Penna.

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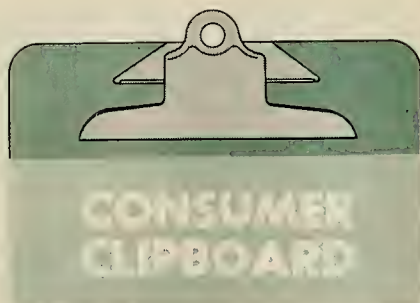
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By **PHILLIP L. POLAKOFF, M.D.**
*Director, Western Institute for
 Occupational/Environmental Sciences*



Administering Medicine at Home

At some time or another, almost every family faces the problem of taking care of somebody who is sick at home.

One of the most important parts of the job is administering the prescribed medication. If that's your responsibility, here are some hints that will help you and your patient.

For every prescription medicine you give, you should know the following: what the medicine is for; how it is administered; the best time of day to give it; how much to give; which (if any) foods, beverages, activities, or other medications should be avoided; and how to recognize unwanted effects and cope with them.

Always ask the doctor why a particular medication is being prescribed. There can be numerous reasons: relieve pain; treat an infection; help the patient sleep; help remove excess fluid; control high blood pressure; induce muscle relaxation; treat a stomach disorder; relieve the symptoms of coughs and colds.

If you know what the medicine is for, you can help the patient and the doctor, and you'll feel much more confident in caring for your patient.

If you knew a medication was being given to induce sleep, for example, it would be ridiculous to awaken the patient in the middle of the night to administer the medicine.

On the other hand, an antibiotic may have to be administered according to a strict schedule if its full therapeutic benefits are to be obtained.

Get a notebook in which to keep a daily record. This is essential for your own peace of mind and the well-being of your patient.

On the first page, write the names and phone numbers of the doctor, the pharmacy, and the hospital. Next, list all medications prescribed, and the times and dosage ordered as well as the date first prescribed. Then, on the following pages—for each day—write down the

medications, times, and dosage. Leave room for other observations we'll talk about next.

On your daily record sheet, cross off the name of the medication after it is

given. If it's not taken, put a circle around the time.

In the space you've left on the page, write down the reason why the medicine was not taken. Refused by the patient? Not retained (vomited)? Patient was nauseous or weeping?

Observe the patient. Is the pain medication working? Does the patient vomit the medication each time it is given? Are there any visible side effects? Any of these circumstances should be reported promptly to your physician.

When you call the doctor, have your record handy and be prepared with a list of questions you may wish to ask. Also, be prepared to answer any questions he or she may ask you. Listen carefully to the answers and write them down.

The doctor is not always able to come to the phone immediately. But the people in the office are trained to answer many of your questions. If they can't, they can get the patient's chart and your call will be returned by the doctor or the nurse as soon as possible.

Keep the patient's medications together in a safe place—away from children and away from the patient.

Nursing care is a tough job wherever and whenever it is called for, and no two illnesses are alike and no two patients are alike.

But a careful and caring attitude has its rewards—for you as a home nurse and for the patient who wants to get well.

You can do a good job by remembering the "five rights of medication"—the right medicine, the right patient, the right dosage, the right time, and the right method of administering.

Frontlash "Buy American" Drive

As the toll of American jobs lost to imports continues to grow, Frontlash is launching a "Buy American" campaign to help turn the tide in favor of American workers. Symbolizing this "get tough" on imports theme is the new Frontlash Buy American logo. Depicting an American eagle, the logo reminds consumers that it is time to get tough on imports. Frontlash volunteers began going "one-on-one" with consumers nationwide during the holiday season in an effort to persuade them to Buy American. It will not just be a holiday campaign, however, but an on-going program in support of American workers. Frontlash is the youth support group of the AFL-CIO and has programs for high school students, college students, and young workers.



Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

IRS Offers Tax Assistance

The IRS sponsors a free Volunteer Income Tax Assistance program in many cities, aiding primarily low-income or elderly disabled taxpayers. Contact IRS for further information. Another IRS-funded service, Tax Counseling for the Elderly, helps those in the 60s and older.

Otherwise, if you feel you need help without relying on IRS, it's wisest to deal with a tax office that is open year-round, not one that prepares returns only at tax time. If there is a serious dispute over a return, you'll want the tax preparer available to help.

Remember you're responsible even if someone else prepares your return.

Should there be a major IRS challenge of your tax return or troubles over state or municipal returns, don't hesitate to go to a tax attorney—your costliest option but perhaps the safest step you can take.

St. Louis Retiree's Prize-Winning Float

First prize in the St. Louis, Mo., Carpenters District Council Labor Day parade float competition was captured by the members of Retirees Club 21, St. Louis. The hard-working float committee was chaired by John Drewer, trustee; and C. Ray Collier, president; Charlie Bach, vice president; Gene Hoppe, treasurer; Charlie Robinson, secretary; Carl Reiter, trustee; Troy Gregory, trustee; and Wally Jaspering built the award-winning float. Decorating was performed by Fay Drewer and Norma Jaspering.

The prize money, \$200, was added to the club treasury. In addition to the district council win, the float was named as the "Best Retirees" float in the Greater St. Louis Labor Council competition.



Retirees Club 21 members demonstrate prize-winning form.

Club 5 Float Paraded on Labor Day



Retirees Club 5 members are pictured at left during the Bloomington, Ill., Labor Day parade. In the front row, from left, are Robert Lanham, Ed Madix, Leo Passmore, Earl Johnson, William Nance, and George Harms. In the back row, from left, are Otto Moews, Toni Harms, LaVern Craig, Ruth Brooks, Robert Craig, and Lola Madix.

At right is club member George Herms showing off the club sign after the parade. He was named 'carpenter of the year' at the Local 63, Bloomington, Ill., annual picnic last summer.



Social Security Increases 1.3%

Social Security benefits rose 1.3%, effective Jan. 1, 1987. The cost-of-living adjustment is based on the Consumer Price Index, and affects 37 million beneficiaries.

The increase boosts the Social Security payment for the average retired worker from \$482 to \$488.

Besides Social Security beneficiaries, COLA recipients include:

- Supplemental Security Income recipients, totalling about four million low-income aged, blind, and disabled persons. Maximum SSI benefits will go to \$340 for individuals; for couples, \$510;
- Federal civilian and military employees receiving civil service and military retirement pensions;
- Railroad Retirement recipients. The COLA applies only to the portion of the benefit linked to Social Security;
- Low-income persons receiving veterans' pensions not based on service-connected disabilities.

Originally, no COLA could be paid unless

the prices rose 3% or higher. In October, Congress eliminated this 3% "trigger" and, from now on, beneficiaries will receive the full COLA, whatever the CPI increase.

Chicago Heights Has Active Year

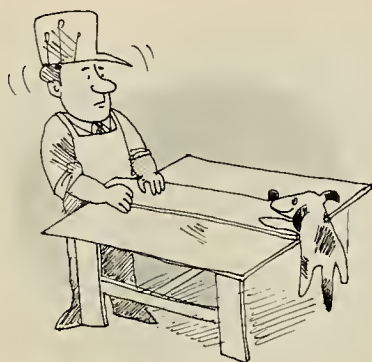
The retirees of Club 40 in Chicago Heights, Ill., report many activities that kept them busy in 1986. Members of the group picketed for three months last summer against Motel 6, which had come into the Chicago area and begun nonunion work. The picketing was coordinated by the Northeast Illinois District Council of Carpenters.

A check was also donated by the club to a new Veterans Hospital in Manteno, Ill.

On the social side of the agenda, an annual picnic was organized in June and was an unqualified success. The following month, a group of 21 went off on a motorhome trip to Shipshewana, where they spent the day at a huge flea market. The annual golf outing was the highlight of the August calendar for many.



Some of the members of Retiree Club 40.



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

CROSSED SIGNALS

Two horseplayers at a track noticed that every time a priest made a sign over the horse, the horse won.

Next time they bet on the horse singled out by the priest.

The horse came in last and they asked the priest, "How come?"

The priest said, "You must be Protestants. You don't know the difference between a blessing and last rites."

—Wally Kunz
Local 964
Rockland Co., N.Y.

ADOPT A LUMBER COMPANY

WRITE THIS WAY

Two convicts were chatting in their cell following the brief visit that morning by the Governor of the state.

"I accidentally bumped into him as we were walking into the mess hall," the first convict said, "I said 'Pardon me, Governor,' and the Governor said 'Certainly.'"

"You should have got it in writing," his cellmate said.

POOR RECEPTION

Two regular weekend residents of a town in Nevada happened to pass an Indian reservation and while talking to one of the natives remarked about the weather. The Indian said it would rain at night but the sun would shine for the next two days. Just as predicted it rained that evening and the sun was at its best for two days. Every weekend the vacationers would visit the same Indian and as usual his forecasts were correct. One weekend they were surprised to hear that the Indian couldn't tell them what kind of weather to expect.

"You've been right for the last six months," remarked one of the residents "and I can't understand why you have struck a sudden blank."

"It was easy up to now," replied the Indian, "but my radio just went on the fritz."

—Maurice Howes
Local 260
Berkshire Co., Mass.

SUPPORT 'TURNAROUND'



THAT SHOWED HIM!

Boy: "Mom, I was in a fight today."

Mother: "What happened, son?"

Boy: "A naughty boy called me a sissy."

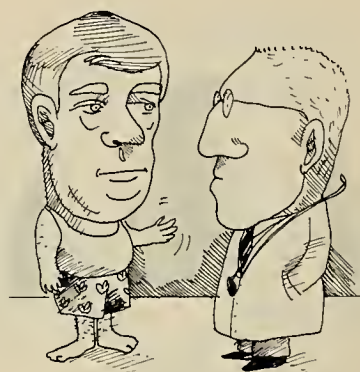
Mother: "And what did you do, dear?"

Boy: "I hit him with my purse!"

THIS MONTH'S LIMERICK

There once was a woman
'a'wishin'
To try her hand at bass fishin',
She threw out her line
But hooked her behind
And decided to stay in her
kitchen!

—Gerry Noorman
Local 1615
Grand Rapids, Mich.



QUICK DIAMONDS

"If there's anything wrong with me," the man told his doctor, "don't scare me by giving it a complicated scientific name. Just tell me what's wrong in plain English."

"Well, to be frank," said the doctor, "you're just lazy."

"Thanks," sighed the patient. "Now give me a scientific name for it so I can go home and tell my wife."

ATTEND LOCAL MEETINGS

A CHILD'S LOGIC

A four-year-old boy was at the county fair looking at the livestock. Coming upon a mother pig with nursing piglets, he turned to his mother and announced, "I know why the mother pig is so big. They're blowing her up."

—Marvin Goesel
Rockford, Ill.

BE AN ACTIVE MEMBER

FISH STORY

Wit: "I dreamed I was fishing on a deserted isle with a shapely movie star."

Nit: "Well, what happened. How did it turn out?"

Wit: "Great! I caught a nine-pound bass."

USE UNION SERVICES

BROWS TOO HIGH

"I want a dog of which I can be proud," said Mrs. Newlyrich. "Does that one have a good pedigree?"

"Lady," declared the kennel owner, "if that dog could talk, he wouldn't speak to either of us."

BOYCOTT L-P PRODUCTS

INVITED OUT

Overheard: "How popular is he? He was run out of town on the Welcome Wagon."

CARPENTER

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

ELMIRA, N.Y.

Members with up to 55 years of service recently received pins from Local 5032.

Picture No. 1 shows 40-year members, from left: John Dombroski Jr. and Robert Walker.

Picture No. 2 shows 35-year members, from left: Willard Oakes, Donald Bement, and Armin H. Cilley.

Picture No. 3 shows 30-year members, from left: Edward Galvin, Maxwell Hoose, and Marion Sherman.

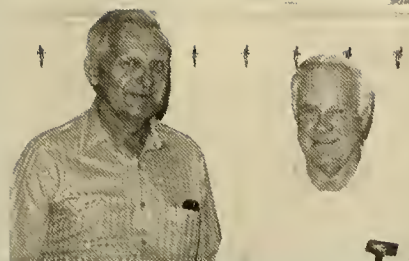
Picture No. 4 shows 25-year members, from left: James Clearwater, Robert Galvin, and Robert Ryan.

Picture No. 5 shows 20-year members, front row, from left: Armin B. Cilley, Alex Yeomans, Richard Wilcox, Delwood Gary, John Lighgow, and Fred Swartwood.

Back row, from left: Elam Carrigan; Thomas Burhyte; Niles Newton; Fred Crandall; Lloyd Shedden; David Purcall; David Stewart, recording secretary; Otis Hollenbeck; Mike Terwilliger, President.

Picture No. 6 shows President Terwilliger, left, congratulating John Domborski Jr. on his Golden Hammer Award for his many years of service as an officer and member of Local 532. Presenting the award is business representative Ed Baker.

Also honored but not pictured were: **55-year member** Elmer Osborne; **50-year members** William Atkinson, John Billen, George Westlake and Charles Whipple; **45-year members** Albert Boughton, Donald Brown, John DeBaradines, Sterling Dennison, Harry Kellogg, James Mahoney, Warren Mayhood, Furman Palmer, Carlton Smith, Hubert Thornton, and Henry Warters; **40-year members** Alan Cramer, Donald Cronkwrite, Lawrence Dunbar, Paul Garton, Carl Johnson, John Kauppinen, Arthur LaForce, Fred McConaghie, ROLLIE MOSS, John Pyhtila, Basil Richardson, Francis Rohde, Samuel Ruggiano, John Ruscak, Walter Spearen, Arthur Thomas, Theodore Wardwell, and Herbert Wilcox; **35-year members** Richard Benesh, Joseph Bourgeois, George Braun, Orville Chapman, Frank Dombroski, William Griffin, Kenneth Hakes, Robert Hertel, Warren Inman, James Jenkins, Elwin Jennings, Arthur Jorgensen, John Kadar, William Kowalchik, Samuel Lindblad, Salvator Moffe, Reino Pyhtila, Charles Smith, Arthur Sweeny, Paul Terwilliger, William Tinker, and Wilmot Welliver; **30-year members** Carl Gunshaw, Harold Jenkins, John



Elmira, N.Y.—Picture No. 1



Elmira, N.Y.—Picture No. 2



Elmira, N.Y.—Picture No. 3



Elmira, N.Y.—Picture No. 4



Elmira, N.Y.—Picture No. 5

C. Mace Jr., Ralph Mohlar, Gerson Pfaff, Michael Polovick, Arthur Shaddock, and Garrett Stuart; **25-year members** James Davis, Charles Deats, Gerald Flora, Delbert Henson, Lauri Koski, Carl Kriston, James Lindblad, Richard Lisano, Craig Mosher, Raymond Sauter, Frederick Taylor, and Joseph Viselli; and **20-year members** Archie Anstey, Raymond Bagley, Walter Bunce, Donald Carlyle, Roger Cornish, Duane Fay, Andrew Gotham, Richard Hancock, Maurice Hughes, Jerry Lindblad, Frank Longwell, William Mangan, Ira Matejka, Philip Munson, Leo Taber, Lloyd Taylor, Raymon VanZile, James Walle, and Gene Wilcox.



Elmira, N.Y.—Picture No. 6

PORT CHESTER, N.Y.

Robbin Russell, Local 77, pictured left, is congratulated for 65 years of service by Joseph Gasperino, right, president of the local. (Russell was misidentified in an earlier photo from the local.)



Port Chester, N.Y.



Tucson, Ariz.—Picture No. 1



Tucson, Ariz.—Picture No. 2

TUCSON, ARIZ.

At the 85th anniversary dinner of Local 857 at Loews Ventana Canyon Resort in Tucson, service pins were awarded to long-time members of the United Brotherhood. UBC General President Patrick J. Campbell and Arizona State District Council Executive Secretary John F. Greene were present to congratulate the members receiving awards.

Picture No. 1 shows, from left: 50-year member Walter Johantgen, President Campbell, 25-year member Ruben L. Moreno, and Secretary Greene.

Picture No. 2 shows 45-year members, from left: Secretary Greene, Darrell Young, Wayne Adams, George Pierce, John Craven, and President Campbell.

Picture No. 3 shows 40-year members, from left: Adolph Hauser, Leon Countryman, George Stevens, Financial Secretary Ed Charvat, Henry Avenente, Manny Felix, President Campbell, Secretary Greene, Manny Ramirez, Ramon Vasquez, and Luis Mikesell.

Picture No. 4 shows 35-year members, from left: M.J. Meyer, Al Martinez, Fred Gebelle, Peter Klein, George Anastopolous, Harold Fleury, Art Ramirez, Don McRoberts, Paul Whitman, Joseph O'Malley, President Campbell, Oscar Truex, Secretary Greene, John Pfeffer, John Wagman, Business Manager Don Fornear, and Charles Taylor.

Picture No. 5 shows 30-year members, from left: Duane Jenness, Alfred Valles, Earl Kreck, George Stecker, Robert Williams, Joe Fite, President Campbell, W.J. Wightman, Secretary Greene, and Everett Grey.

Picture No. 6 shows 25-year members, from left: Stanley Cashmere, Ignacio Hermosillo, Melvin Fenimore, Jerry Lafferty, Clifford Turpen, and Louis Phillips.

Picture No. 7 shows 20-year members, from left: James Ricks, Henry Blayda, Oscar Jaramillo, President Campbell, and Secretary Greene.



Tucson, Ariz.—Picture No. 3



Tucson, Ariz.—Picture No. 4



Tucson, Ariz.—Picture No. 5



Tucson, Ariz.—Picture No. 6



Tucson, Ariz.—Picture No. 7



Decatur, Ala.—Picture No. 1



Decatur, Ala.—Picture No. 4



Decatur, Ala.—Picture No. 2



Decatur, Ala.—Picture No. 6



Decatur, Ala.—Picture No. 3



Decatur, Ala.—Picture No. 5

DECATUR, ALA.

Local 1274 recently honored members with 25 through 50 years of Brotherhood service.

Picture No. 1 shows 25-year members, from left: Burton Suite, Arlon Duboise, L. B. Williams, and David Smith.

Picture No. 2 shows 30-year members, front row, from left: Vernon Patton, James Fowler, Malcolm Moore, Ralph Fleming, William Loggins, and Jack Sandlin.

Back row, from left: Willard Coffey, Paul McGuire, R. H. Clay, Everett Aday, Floyd Woodall, Wyman Warren, Davis McRight, Hollis Bates, and Stanton Morris.

Picture No. 3 shows 35-year members front row, from left: William Parker, G. B. Vines, James Duboise, and Flur Berryman.

Back row, from left: Phil Morris, William King, Carl Stevenson, R. H. Clay, Bobby Runge, and Almon White.

Picture No. 4 shows 40-year members from left: George Wade, Melvin Smith, Robert Williams, Joe Loggins, Billy Haddock, and Juddie Chandler.

Picture No. 5 shows 45-year members, front row, from left: Paul Johnson, Paul Pitts, W. N. Locke, and J. C. Hamaker.

Back row, from left: Raymond Reagin, William-Parker, Virgil Snoddy, J.O. Holderfield, Howard Rutherford, Carl Parker, M.R. Sims, and R. H. Clay.

Picture No. 6 shows Willard Nichols, business agent, left, and R. H. Clay, international representative, right, presenting a plaque commemorating his 50 years in the UBC to Lee Dendy.



Chicago, Ill.—Picture No. 1

CHICAGO, ILL.

Local 434 recently held a dinner and pin presentation ceremony honoring 25, 50, and 60 year members.

Picture No. 1 shows 25-year members with two officers of Local 434, from left: William G. Beemsterboer, president; Theodore Musil; Robert Krause Sr.; Charles Lester; Patrick L. Nelson, business representative.

Picture No. 2 shows 50-year member Andrew Jacobs.

Picture No. 3 shows 50-year member Marvin Bonnema.

Also honored but not pictured were: **25-year members** Raymond Dahlan, Warren Meier, Henry Grabowski, Richard Josephitis, Arthur Provis, and Michael Steger; **50-year members**

Adam Engelman, Walter Jellema, G. Ben Wigen, and John Slebos; and **60-year members** Hilding Westman and Gunnard Johnson.



Chicago, Ill.
Picture No. 2



Chicago, Ill.
Picture No. 3



Santa Ana, Calif.



Chattanooga, Tenn.—Picture No. 1

CHATTANOOGA, TENN.

Members with 25 and 50 years of membership in the UBC were recently honored by Local 74.

Picture No. 1 shows 25-year members, front row, from left: James E. Lacey, Wm. Herhall Smith, Wilburn N. North, Roy T. Ewton, James L. Thomason, and Jack Brogdon.

Second row, from left: Donald K. Henry; Ronald D. Henry; Hillard V. Wall; David F.

Abbott; Glenn L. Smith; Verlon R. Young; E. Lee Tullis; R. H. Clay, general representative; Tommy S. Jenkins, president; and George L. Henegar, general representative.

Third row, from left: Roy L. Swell, business representative; and Howard F. Gray, business representative emeritus.

Picture No. 2 shows 50-year members, from left: William D. Orr, Roland P. Hill, J.J. Burgess.



Berkshire Co., Mass.—
Picture No. 1



Berkshire Co., Mass.—Picture No. 2

SANTA ANA, CALIF.

Members of Local 1815 with 25 years of service to the Brotherhood were recently honored by Local 1815.

Pictured, seated, from left: Roland Cook, Enrique Pena, Ted Rytel, Ruben Aburto, Ralph Aguilar, Richard Giardini, Robert Matthews, William N. Harris, Perry Garnett, and Kurt Christensen.

Standing, from left: Frank Doran; Larry Kirsch; Gary Cochran; Arturo Lavenant; Reuben L. Rattai; William H. Reimer; Doyle Archer, Orange County District Council president; Paul Cecil, UBC representative; Bill Perry, Orange County District Council secretary-treasurer; Mike G. Lucio, Local 1815 business representative; Baldwin Keenan, Local 1815 president; Eugene O. Pearson; Bill Roslington; and S. E. Cobb, Local 1815 financial secretary.



Chattanooga, Tenn.—Picture No. 2

BERKSHIRE COUNTY AND VICINITY, MASS.

Local 260 recently held an outing where service pins for 25 through 45 years of membership were presented.

Picture No. 1 shows George Bushika, local president; Charles Revord, business representative; Bill Blanchard, 40-year member; Alan LaFleur, 40-year member; Larry Deno, 40-year member; Arminio Zucco, 48-year member; and Richard Hynes, 45-year member.

Picture No. 2 shows, from left: 34-year member Charles Revord; 33-year member Joe Santora; 36-year member Donald Primmer; 33-year member Michael Baluk; 35-year member John P. Higgins; 30-year member Frank D'Agostino; and 35-year members Ken Streeter, Frank Nolan, and Bob O'Boyle.

Picture No. 3 shows 25-year members, from left: Robert Lefaver, Harold Finn, Robert O'Hearn, Brian Mochon, Frank Casino, and Norman C. Gwara.



Berkshire Co., Mass.—Picture No. 3



N. Brighton, Pa.—Picture No. 1



N. Brighton, Pa.—Picture No. 2

NEW BRIGHTON, PA.

Local 422 recently held a service awards banquet where long-standing members were presented with pins.

Picture No. 1 shows, front row, from left: 45-year member Tom Hosack, 50-year member Carl Hodge, and 45-year member Anthony Villafranca.

Back row, from left: 45-year members Jack Miller, Wilbert Huffman, and Udell Gallagher.

Picture No. 2 shows 40-year members, front row, from left: Espy Spencer, Mike Skrabut, and Bucky Bucuren.

Back row, from left: Clarence Black, Ray Sullivan, and Calvin Stricker, Jr.

Picture No. 3 shows 35-year members, front row, from left: Warren Grimm, international representative; Charles W. Trgovav, business representative; Walter Cochran; and Wallace McCartney.

Back row, from left: Robert Dierdorf, William Vular, Darrell Sheets, Paul Grimes, George Mason, Stanley Trzinski, and George Stancik.

Picture No. 4 shows 30-year members, front row, from left: Lee Weigel, Clarence Clendenning, James Hodge, and James Tomasello.

Middle row, from left: Jack Senior, Robert Bruce, James Jones, Robert Wright, and James Osborne.

Back row, from left: Robert Lodovico, William Puz, and Edgar Snyder.

Picture No. 5 shows 25-year members, including: Ed Senior, Mack Styles, and Jack Sinclair.



N. Brighton, Pa.—Picture No. 3



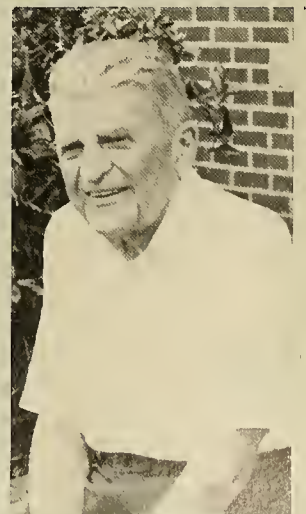
N. Brighton, Pa.—Picture No. 4



N. Brighton, Pa.—Picture No. 5

ASHVILLE, ALA.

Gunnar Berglund recently received special recognition from Local 1105 for his 60 years of service to the UBC.



Ashville, Ala.



Marquette, Mich.—Picture No. 1



Marquette, Mich.—Picture No. 3



Marquette, Mich.—Picture No. 5



Marquette, Mich.—Picture No. 2



Marquette, Mich.—Picture No. 4

MARQUETTE, MICH.

Local 958 recently held a pin presentation ceremony at Northern Michigan University in honor of members with 20 to 50 years of service to the Brotherhood.

Picture No. 1 shows 20-year members, front row, from left: Lawrence DeGrave, Donald Magnuson, and John Miljour.

Back row, from left: Frederick Jay Parent, John Raymer, and Frank White.

Picture No. 2 shows 25-year members, front row, from left: Tauno Alasimi, Fred Alderton, Edward Anderson, Louis Blondeau, Henry Burgers, and Warren Contois.

Back row, from left: Darrel Dhaene, Loren Gies, Arthur Hill, Jack Korpi, and Reino Rytlahti.

Picture No. 3 shows 30-year members, front row, from left: Donald E. Johnson, Waino Kari, Matt Kokko, and James Lahti.

Back row, from left: William John Letts, John Matthews, and Richard Proksch.

Picture No. 4 shows 35-year members, front row, from left: Wilho Aho, Rudolph Ballo, Leslie Korpi, Matthew Lindfors, Louis Maraccini, and Roland Peterson.

Back row, from left: Arne Seppala, Terrence Seymour, Clement Soldenski, Carl Sawanson, Edward Therrian, Wilho Tuominen, George Weber, and A. Dale Williams.

Picture No. 5 shows 40-year members, front row, from left: Dale Olive, Lon Carr, John Walter Johnson, and Eino Luukkala.

Picture No. 6 shows 45-year members receiving congratulations, from left: Business Agent Mike Donnelly congratulates Elmer Anderson; Leo Tourtillott receives



Marquette, Mich.—Picture No. 6

congratulations from Committee Chairman Art Howell.

Receiving pins but not present for pictures were **20-year members** Norman Abramson, Emil Anderson, Douglas Harder, James Kangas, Waino Prusi, Charles Sandstrom, John Aper, Donald Bottesi, Howard James Ellis, Raymond Finnela, George Fisher, Stanley Hintsala, Andrew Keliin, Thomas Kelly, Joseph Kowalski, Chester Kusmitch, Leo Laitenen, Louis Arthur Lee, Clark Lucas, John Macurio, Wilfred Mannisto, Elson Merrill, Earl Mott, Burnell Nelson, Clark Nelson, John Niemi, Vernon Niemi, Arthur Nyland, J. Robert Olsen, Lester Perkins, Frank Phelan, Robert Pozniak, H. Ray Reynolds, Lloyd Rhino, Darrell Richards, Theodore Ruleford, Leo Ruona, Toivo Seppala, Birt Solomon, Charles Vartti, Walford Waananen, and Robert Wagner; **25-year members** Edward Ahlgren, Edward Antilla, Clarence Beauchamp, Nick Borvich, Arthur Carlson, Alton Carter, Francis Croasdel, Walter Girardi, Jarl Hintsala, Eino Jaakola, Roy

Johnson, Robert Kellog, Henry Hiiskila, Robert Larson, Dallas Little, James Marshall, George Mattila, James McCaig, Donald Menard, George Michaud Sr., John Moddie, Edmund Nault, Elmont Quick, Francis Reiten, Robert Reiten, Walter Seppanen, Walford Silverstone, William Snail, William E. Smith, Richard Sorenson, Dewayne Stebbin, Damos Stetter, and Carl S. Ongie; **30-year members** Howard Longhurst, James Anderson, Floyd Beaudry, Joseph Brazeau, Arvin Briggs, Walter Carlson, Michael Chapman, James Dault, Sigurd Engstrom, Milton Erickson, Harvey Grismer, Vernon Gumm, Georlye Halvorson, Charles Holley, Everett Jackson, Gordon Jacobson, Spencer Johnson, Leo Kanerva, Waine Kangas, Ronald Kielinen, Everette Larson, Oliva Makinen, Max Margoni, Joseph Meyers, Reino Niemela, Arvid Salo, John Simonetti, Anton Stachowicz, Harold Stolen, David Vanderlin, and Cecil Wickman; **35-year members** John Harder, John Kangas, Raymond Beaton, Richard Absolon, Alfred Antonetti, William Barkkari, Carl Berglund, Walter Bray, Bernard Chiamulera, Ardee Fautersack, James Grieg, Leo Heikkila, Eugene Hill, Toiro Lahti, Alred Larson, Reams Larson, Eino Maki, Drville Mitchell, Onnie Nummela, Wilber Nye, Kenneth Sheldon, Leonard Sikkila, Charles Syrjanen, Adolph Takela, Edward Therrian, Roland White, and Joseph Znorski; **40-year members** Fred Brisson, Adolph Reira, Francis Garceau, Wijo Hautamaki, Charles Holcomb, Robert Johnson, Reino Laine, Emil Larson, Albert Leppanen, Harris Oust, Robert Seybold, Hugo Sumen, and Karl Welsh; and **50-year members** Alf Carlson and Ross Hendrickson.



Kuehl



Schneider

WAUKESHA, WISC.

Four members, Edward Kuehl, Henry F. Schneider, Conrad Stark, and John Zimmerman, pictured, recently received 50-year pins and a commemorative plaque from Local 344. The plaques were presented by the local's president, Ray Meidenbauer.



Stark



Zimmerman

in memoriam

The following list of 614 deceased members and spouses represents a total of \$1,040,046.55 death claims paid in Oct. 1986, (s) following name in listing indicates spouse of members.

Local Union, City

- 2 Cincinnati, OH—Peter Gallo.
- 4 Davenport, IA—Fern Blesse (s).
- 5 St. Louis, MO—Alvin F. Vontalge, Emil Schmidt, Lawrence P. Dufaux.
- 7 Minneapolis, MN—David Slechta, Ernest Anderson, Reuben L. Ness.
- 8 Philadelphia, PA—Harry Berge, John Lichtwark, Joseph F. Weber.
- 9 Buffalo, NY—Richard Banks Sr.
- 10 Chicago, IL—Michael C. McShane.
- 12 Syracuse, NY—Harriet M. Gapski (s).
- 13 Chicago, IL—Francis Wenderski, Louis Kress, Louis Krugly.
- 15 Hackensack, NJ—Gunnar T. Anderson, Loretta Ackerman (s), Marion Sabino (s), Newell Pratt.
- 16 Springfield, IL—Ernest Langford, Theodore F. Evans Jr.
- 20 New York, NY—Edward Boudreau.
- 22 San Francisco, CA—Alice L. Samples (s), Carnie Harry Hartman, Roland Musante.
- 24 Central, CT—John Gleason, William Powers.
- 25 Los Angeles, CA—Ollie Brenson Wray.
- 28 Missoula, MT—Carl H. Carlson, Merschel C. Duntrow.
- 34 Oakland, CA—Velma Josephine Freitas (s).
- 36 Oakland, CA—Adelyne E. Gilmore (s), Carl A. Binder, Ivar Lundberg, Thurman Wade.
- 40 Boston, MA—Vincent Palmer.
- 42 San Francisco, CA—Elden C. Eddy, Pedro Cobo.
- 44 Hartford, CT—George Comier.
- 44 Champaign & Urbana, IL—Albert D. Rogers.
- 47 St. Louis, MO—Washington I. Goza Jr.
- 49 Lowell, MA—John A. Mahar.
- 50 Knoxville, TN—Anna Mae Knight (s), Byron C. Kelly, Lonnie Knight.
- 51 Boston, MA—Albert O. Crowell, Louis G. Bertucci.
- 53 White Plains, NY—Louis J. Marsico Jr.
- 55 Denver, CO—Anna Cordelia Randall (s).
- 56 Boston, MA—Alfred Gardner.
- 58 Chicago, IL—Claus Gabrielson, Jeannie Mae Naffin (s).
- 61 Kansas City, MO—Conrad J. Eriksen, Frank Peak, Jerry W. Gatten, Ora R. Ackerman.
- 63 Bloomington, IL—Wanda Jane Sandage (s).
- 64 Louisville, KY—Joseph Romuel Durbin, Richard Lee Lindemier.
- 67 Boston, MA—Clayton A. Nicholls, Ernest W. Dettmann.
- 71 Fort Smith, AR—Atha Delois Berdan (s).
- 73 St. Louis, MO—Earl A. Lowrance, Esther I. Balcerstri (s).
- 80 Chicago, IL—Bard H. Valvatne, George Magnet, Henning Bergstrom, Vytautas Zemaits.
- 83 Halifax, NS, CAN—Elmer Sedley Kent.
- 87 St. Paul, MN—Philip Charles Nelson.
- 89 Mobile, AL—Charlie T. Wiggins, George W. Carleton Jr.
- 90 Evansville, IN—Carl L. Koenig, William L. Paul.
- 93 Ottawa, ONT, CAN—Alphonse Goulet, Claire Fournier (s), Emery Mayer.
- 94 Providence, RI—Angelo Lanzi, Emma Thibault (s), Evelyn Marie Newton (s), Frederick Ford, Peter Tanzi, Rene Robillard, Walter Yehle.
- 98 Spokane, WA—Benjamin Renner.
- 101 Baltimore, MD—Edgie Mister, Edward J. Bewley, Thomas L. Davis.
- 102 Oakland, CA—Claude Compton, Janice M. Hon (s), Verl Deen Yingling.
- 104 Dayton, OH—James L. McMillen, Joseph H. Schneider, Lermion Poe, William F. Carpenter.
- 107 Cleveland, OH—John J. McGrath.
- 107 Worcester, MA—John Piotrowski, Viola H. Burdulis (s).
- 108 Springfield, MA—Urbain Letendre.
- 110 St. Joseph, MO—Everett E. Hoffman.
- 112 Butte, MT—John P. Shea.
- 114 East Detroit, MI—Aida B. Barterian (s), Charles E. Wood, Walter Vincent.
- 116 Bay City, MI—Emanuel A. Erikson, Robert W. Decourey.
- 118 Detroit, MI—Dominic Caputo, George Sands, Kenneth L. Pascoe, Lionel Steel, Thomas E. Hamill.
- 121 Vineland, NJ—John W. Fowler, Solomon Ostroff.
- 123 Broward-County, FL—Paul V. Bales, Roberta A. Matis (s).
- 125 Miami, FL—Catherine F. Prussiano (s), Edna Susan Cornwell (s), Mary C. Enyart (s), Vernon Drawdy, Wiley C. Tipton.
- 130 Palm Beach, FL—Allan A. Cameron, Royal Molliniaux, Jr.
- 135 New York, NY—George H. Robinson, Henry Ryan, Kevin B. Hunter, Nick McKee.
- 142 Pittsburgh, PA—Peter Crissman.
- 144 Macon, GA—Gladys T. Edwards (s), Oscar D. Toler.
- 149 Tarrytown, NY—Frank Belarge.
- 155 Plainfield, NJ—Gladys I. Smolinski (s).
- 166 Rock Island, IL—Marcel M. Vandewalle.
- 171 Youngstown, OH—Eugene Dalesandro, George L. Miller.
- 174 Joliet, IL—Ludwig Gosack.
- 184 Salt Lake City, UT—Larae C. Harding (s), Lester Brough, Melinda R. McBride (s), Thale N. Cowan.
- 185 St. Louis, MO—Hugh E. Funk.

Local Union, City

- 185 St. Louis, MO—Hugh E. Funk.
- 186 Steubenville, OH—James P. Chemnitz.
- 198 Dallas, TX—Harvey J. McDonald, Ivy Henry Howard.
- 199 Chicago, IL—Dewey H. Philippe, Mary Smiljanick (s).
- 200 Columbus, OH—George McCreary Jr., S. Jalmari Virta.
- 203 Poughkeepsie, NY—Walter O. West, William Manfredi, Sr.
- 210 Stamford, CT—Julius Orto, Patricia Albrizio (s), Salvatore Coviello.
- 213 Houston, TX—Johnnie M. White.
- 215 Lafayette, IN—Dessie B. Erskin, Pearl G. Britton (s).
- 218 Boston, MA—Charles O. Hartman.
- 223 Nashville, TN—James Noble Gunn.
- 225 Atlanta, GA—Henry E. McLendon, Oliver Gaines Capes, Ralph C. Paultette.
- 232 Fort Wayne, IN—Mary Pool (s).
- 246 New York, NY—Pasquale Marino.
- 247 Portland, OR—Charles W. Runyan, William Bradley, William S. Ferguson, Jr.
- 248 Toledo, OH—Robert Dielman.
- 250 Waukegan, IL—Robert Robertson Jr.
- 255 Bloomingburg, NY—Fred Abplanalp.
- 257 New York, NY—Arne Sorly, Carl Carlson.
- 259 Jackson, TN—Alvin L. Durbin.
- 261 Scranton, PA—John Paulishak, William J. Hartman.
- 262 San Jose, CA—Felecia Fotopoulos (s).
- 264 Milwaukee, WI—Emil Lipke.
- 265 Saugerties, NY—George Manda, Gertrude Austin (s).
- 272 Chicago Hgt., IL—Philip E. Rupp.
- 278 Watertown, NY—Verle Goutremout.
- 286 Great Falls, MT—Leo Becker.
- 287 Harrisburg, PA—George Dimoff, Horst F. Zimmerman.
- 302 Huntington, WV—Dallas M. Trainer.
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- 323 Beacon, NY—Suzanne Ricottilli (s).
- 324 Waco, TX—Jessie O. T. Earle.
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- 334 Saginaw, MI—Juan Martinez.
- 335 Grand Rapids, MI—Patricia Stephens (s).
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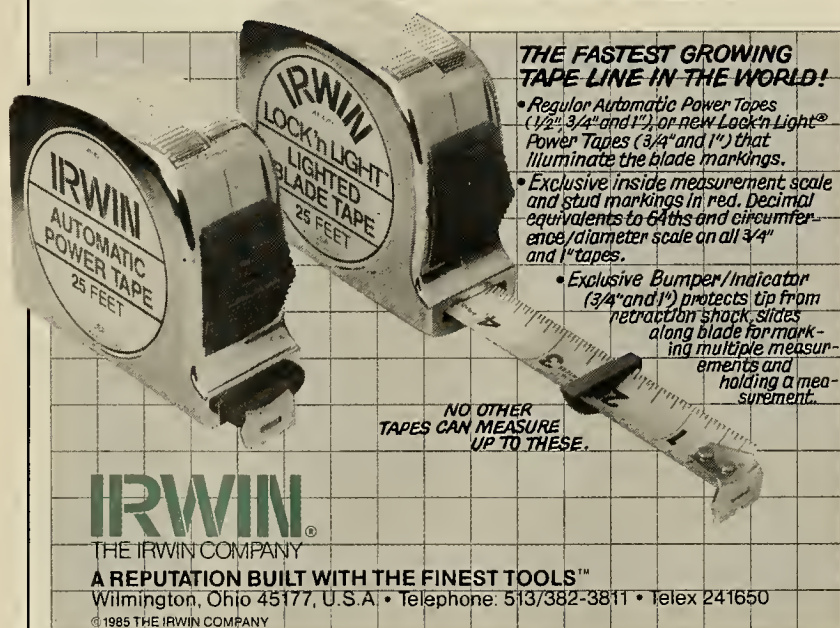
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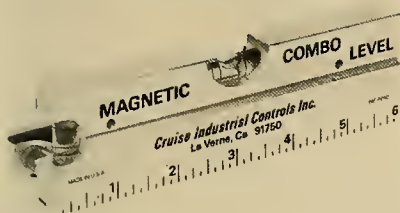
Martin Luther King Holiday Commemorated

On January 19 the United States will mark the second observance of Martin Luther King Jr.'s birthday as a national holiday.

A "Freedom Trail" poster, tracing the life of Dr. King, has been commissioned to honor the slain civil rights leader. It is a project of the Martin Luther King Jr. Federal Holiday Commission, and it has received the support of the AFL-CIO's Labor Committee for the King Holiday.



COMBO LEVEL



Here's a small, compact level that performs under many conditions. It is self-standing, or it can be clamped, magnetically held, or nailed to wood. It's useful for setting up straight studs in close areas, for leveling adjustable legs on appliances, and has applications in electrical work, welding, and plumbing.

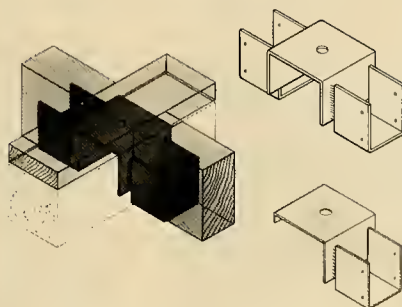
The Magnetic Combo Level is six inches long, has a rugged machined-aluminum body, and employs three magnetic, impregnated strips to securely hold the level to square corners or rounds for hand-free operation. There are two nail holes for carpentry work. You can use two Combo Levels and a straight 2"x4" to make a level any length you want.

The level retails for \$29.95. To purchase or to obtain more information contact: Cruise Industrial Controls Inc., P.O. Box 8073, LaVerne, CA 91750. Telephone: (714) 596-8337.

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GIRDER HANGER



A new girder hanger has been devised for the proper installation of girders to concrete footings.

Panel Clip's new girder hanger eliminates the need for a pier under the girder at the foundation wall. Inserts in the foundation wall or pockets are also no longer necessary. There is a hole in the top of the girder hanger for an anchor bolt. These hangers are manufactured from 12 gauge ASTM A-569 steel and have a grey zinc chromate enamel finish. Girder hangers are also available in a saddle version.

For further information and a free, detailed catalog of other structural connectors contact: The Panel Clip Co., P.O. Box 423, Farmington, MI 48024. WATS 800-521-9335, except Michigan 313-474-0433.

PILE REPAIR GUIDE

Symons Corp. of Des Plaines, Ill., announces a new publication guide for the use of their Pile Restoration and Preservation System.

Symons is the manufacturer of a wide range of concrete forming systems, and included among their products is a system for the repair and protection of concrete, wood, or steel piles. The system is based on a fiberglass-reinforced polyester "jacket," which encapsulates the damaged pile, along with the new concrete, or other grouting material, used in the repair. This type of work is usually performed on piles which are partially underwater and subject to deterioration from marine organisms which bore their way into the piles, eventually destroying their structural integrity.

Symons *Pile Restoration and Preservation System Application Guide* emphasizes the safe and efficient use of this highly specialized concrete forming product. In a step-by-step sequence, it describes: pile preparation, jacket installation, placement of reinforcing bands, sealing of the jacket openings, and grout placement. The manual details both Tidal Zone Repair and Mudline Repair.

For further information, and a copy of the new application guide, contact: Symons Corporation, 200 E. Touhy Avenue, P.O. Box 5018, Des Plaines, IL 60017-5018, Attn: Publications Department.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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Getting Back to the Business of Government

There's more to reviving an economy than handing out government money

Last month, the White House waded knee deep in the fallout from what the newspapers call "Iranscam." President Reagan, caught with a scandal on his hands, suggested to the media and the nation that the matter be cleared up as soon as possible and "we get back to the business of government."

I am sure that the general public agrees that the federal government should, indeed, get back to the business of government. It now appears to many that America's foreign policy was going astray last summer while the President was beating the bushes for Republican votes in the November elections. It also appears from U.S. Labor Department statistics that more and more Americans are joining the unemployed, and the Reagan Administration has no new solutions to the problem.

In any case, I don't believe that Iranscam will go away as quickly as the President would like it to, no matter what he says in his State of the Union speech later this month.

The 100th Congress, convening on January 6, will surely dig deeply into the whole matter. The Democrats, now in the majority, have a lot of disillusioned citizens behind them.

I do hope, however, that the crucial issues still facing America are not put on back burners while the Iranscam investigation continues. There are too many jobs and too many lives at stake, and, for that matter, too many campaign promises unfulfilled.

Workers and their unions demand a rebuilding of the nation's entire infrastructure. They cry out for a fair trade policy, which would force other nations to remove their trade barriers to U.S. goods, if they want to compete

in U.S. markets. They call for a realistic program for putting people back to work, not the simple, uncertain policy of handing out federal funds right and left for questionable state and municipal programs which do not get to the root of our economic problems.

American workers want to hold employers more accountable for their actions. They want to deprive multinational corporations and international investors of the windfall profits gained by moving manufacturing plants overseas. In short, they want a new deal as inspired as the one which lifted us out of the economic troubles of the 1930s.

It has been said many times: History has a habit of repeating itself. Let me cite two examples.

Soon after the Wall Street crash of 1929, America's wage earners stood by helplessly as the depression cut into production, shut down manufacturing plants, and put millions out of work. Early in 1930 President Herbert Hoover called a series of industrial conferences in Washington at which employers promised to uphold wages and maintain employment. Workers and the unions, which at that time were weak and oppressed, accepted these pledges in good faith. Recovery, everyone thought, was "just around the corner."

There were no collective bargaining agreements in the major industries. There were few contracts which established satisfactory wage scales. Company unions were powerless to protest their members' interests. Dependence on the bosses and their welfare capitalism proved to be ill advised. It was not until the National Recovery Act and the National Labor Relations Act enacted under President Franklin D. Roosevelt that economic recovery actually began, and I am firmly convinced that it was the release of labor unions for free collective bargaining and the sudden growth of labor unions during the New Deal that sped the nation toward full economic recovery.

History proved at that time that workers cannot rely on the promises of employers to achieve full employment.

Then, after all this, history repeated itself just two years ago. President Ronald Reagan told his supporters at his election victory celebration in 1984, we hadn't seen nothing yet. He quickly presented to the Congress the largest budget and tax cuts in U.S. history . . .

the two combined proved to be the most shameful form of fiscal irresponsibility.

I am still amazed that multi-millionaires who once pinched pennies and diligently balanced their checkbooks to get where they are today can still call themselves true patriots while they sit back and watch the Reagan Administration get us, our children, and our grandchildren deeper and deeper into debt.

While the modern world is going in one direction, the Reagan fiscal advisers are going in another. Under the so-called "new federalism," they are attempting to transfer more and more social programs to the states, which are already hardpressed for funds and tax revenue.

President Reagan has said on several occasions that he admired the decisive methods of President Roosevelt, who turned the country around in his first 100 days in office. However, President Reagan proved less economically-effective when he came into office in 1981. By 1982 the nation underwent a severe recession, and there was an unemployment rate that year of 9.7%.

President Reagan's method of dealing with unemployment proved to be much like that of President Nixon: Tackle inflation first, joblessness second. His conservative advisers said, in effect, what the advisers to President Nixon had said a decade before: A little more unemployment doesn't hurt the country. Let's let the big corporations have some tax advantages and tax write-offs, and these corporations will plow their money back into plant expansion and development of new products, and more jobs will be created.

As Mr. Reagan surely knows himself by now, it didn't work out that way. We still have an unemployment rate of 7%, and our gross national product has risen only slightly over a year ago.

In addition to more than eight million Americans currently unemployed, another seven million are discouraged workers who have quit the search for jobs or are underemployed, forced to work part time because full-time work is not available. It's estimated that less than 1% of unemployed workers receive unemployment compensation because they've been without jobs for 26 weeks or longer and are no longer listed in federal unemployment statistics.

Carpenter magazine told its readers in January 1946, just before passage of the 1946 Full Employment Act, "There can be no question that the aim of everyone should be development of the nation to the fullest extent of its resources . . . There is almost no limit to the extent to which the nation can be developed in the future if labor, management, government, and all elements devote their energies to that task with the unanimity of purpose which was displayed during World War II."

More than lip service is needed to turn America around economically. We call for recognition by business and government alike that the only way that employment can be increased is by putting more earned money into circulation among the great mass of the people. More pay checks and more purchasing power among wage earners will cause wheels to turn and factories to perform. This is the ultimate answer in a democracy.

Patrick Campbell

PATRICK J. CAMPBELL
General President



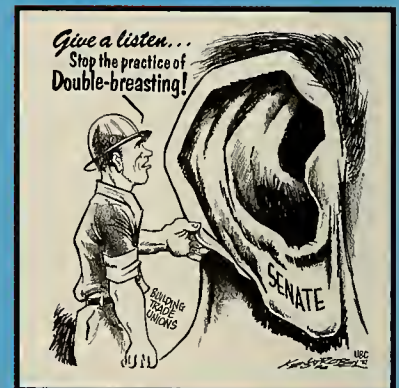
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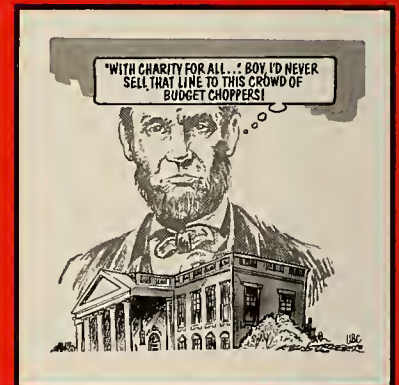
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ELIMINATE DOUBLE-BREASTED CONSTRUCTION—A major problem still facing Building and Construction Trades unions is the unethical, immoral practice of some construction contractors by which they operate both union and nonunion work crews, with the dummy, nonunion company underbidding and undercutting skilled union craft workers. A resolution outlawing this practice has already been passed by the U.S. House of Representatives. It got bogged down in the Senate last year. Blue collar workers helped to defeat many conservative Senators last November and replace them with true friends of blue collar workers. It's time now to renew our efforts to enact legislation to eliminate double-breasting.



TRIM THE FEDERAL BUDGET SENSIBLY—The federal deficit of the United States remains at an all-time high. For the first time, Americans owe other nations more than other nations owe them. Under the slashing methods provided by the Gramm-Rudman Law, the Reagan Administration has cut back on vital federal services for the poor, the disabled, and many rank-and-file consumer expenditures. Labor unions have called for a hard, sensible look at the defense budget to eliminate \$200 coffee pots and \$1 million consultants who provide nothing of value. They support a reasonable, fair tax system which brings in budget-balancing revenue. They continue to fight the runaway tactics of multinational corporations, which move vital U.S. and Canadian jobs overseas.



ORGANIZE THE UNORGANIZED—It's as old as time, but it must be said again and again: "In unity there is strength." "We must all hang together, or assuredly we shall all hang separately," as Ben Franklin said. "Solidarity forever . . ." What it all boils down to is the fact that you and your fellow members of the United Brotherhood of Carpenters and Joiners of America don't stand a chance of gaining your fair share of the fruits of your labor unless you are strong in numbers and strong in trade-union conviction. Make no mistake about it: the U.S. and Canadian economies need shoring up. It now takes two or more members of a family to keep bread on the table. Don't turn away anyone who wants to join the United Brotherhood and is qualified to do so.



February 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



America's Changing Workforce

*New Canadian
Embassy Underway*



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JOHN S. ROGERS, *Secretary*

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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

PLEASE KEEP THE CARPENTER ADVISED OF YOUR CHANGE OF ADDRESS

NOTE: Filling out this coupon and mailing it to the CARPENTER only corrects your mailing address for the magazine. It does not advise your own local union of your address change. You must also notify your local union . . . by some other method.

This coupon should be mailed to **THE CARPENTER**,
101 Constitution Ave., N.W., Washington, D. C. 20001

NAME _____ Local No. _____

Number of your Local Union must be given. Otherwise, no action can be taken on your change of address.

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NEW ADDRESS _____

City

State or Province

ZIP Code

CARPENTER

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No. 2

FEBRUARY 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

U.S. and Canadian policy makers are beginning to turn their attention to what the North American work force will be like in the 13 remaining years of the 20th century.

Statisticians tell us that by the year 2000, 80% of all new entrants into the American work force will be women, minorities, or immigrants.

As labor unions consider the tragic condition in America's so-called Rust Belt, where steel plants lie idle, and the critical need for low and middle-income housing, they wonder if the American worker will survive against the onslaught of cheap imports and the manipulations of unskilled, low-wage workers and non-union advocates.

Though service jobs are increasing in some areas, the income of workers in these areas is substandard, often below the minimum wage.

White collar jobs continue to grow, while blue collar jobs in some industries have declined drastically.

According to the U.S. Labor Department, the number of workers on farms, on college faculties, and in many manufacturing industries will decline in number.

Canada and the United States have both suffered high unemployment in the 1980s, and the outlook is not good in 1987, if we are to believe the unemployment statistics supplied by public agencies . . . the number of part-time workers, the number of families with father and mother both struggling as wage earners.

Our lead article this month examines the changing shape of the U.S. work force. It is based upon data obtained from several sources. We expect to publish a similar study of the Canadian situation in a future edition.

Art on the front and back covers by Glen Maurer.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





TOMORROW'S WORKFORCE

'We're still graduating hundreds of thousands of young people with diplomas that they can't read.'

The Year 2001 A.D. may not be like the award-winning movie of a few years ago. Space ships may not be routinely taking us to distant planets while we hibernate in time-stopping capsules. A computer named Hal may not be directing our daily lives . . .

Then again, maybe all this will come to pass . . . eventually.

In any case, the Year 2001 is only 14 years away, and many of us will live to see it. In fact, far too many of us will live to see it. World population continues to explode in many parts of the world.

Workers will be needing jobs. Families will need food and shelter.

The workforces of the United States and Canada face some uncertainties under such conditions. Researchers at Johns Hopkins University estimate that the average American today will hold eight different jobs in his or her lifetime. We are changing jobs in many cases because of factors beyond our control—changes in the local economy, changes in family conditions, or, perhaps, the jobs themselves will change.

In a recent interview, U.S. Secretary of Labor William Brock listed some of the occupational changes expected in the United States in the next two decades. The occupations expected to grow

in number in the years ahead are shown in the chart at the top of Page 3. Among them are carpenters, whom statisticians tell us will increase in number by more than 10%. General maintenance workers will increase by approximately 17%, and this percentage will include maintenance carpenters, millwrights, and other skilled workers in the UBC maintenance jurisdiction.

Some UBC industrial members will be covered by other categories in the chart; others, unfortunately, might become victims of advancing technology.

Occupations expected to need fewer workers, according to the U.S. Labor Department include: farm workers, college faculty members, postal service clerks, pressing machine operators, statistical clerks, textile machine mechanics, telephone installers and repairers, household workers, stenographers, industrial truck and tractor operators, sewing machine operators, and scores of others.

In each case, computers, robots, and other forms of new technology are expected to perform many of the tasks now done by humans.

Meanwhile, the U.S. working population is expected to grow from approximately 25 million today to well over 35 million by 1995.

A basic question is: Will workers be able to qualify for the new jobs which become available? It appears to many experts that the younger generation of workers is relatively unprepared.

So many young people, high school graduates and dropouts alike, do not have basic reading, writing, and arithmetic skills that fast-food shops and other service establishments have installed cash registers with pictures, so that the cashiers don't have to worry about price totals. They leave it all to the computerized machine.

A recent study by the National Assessment of Educational Progress found that many Americans in their twenties cannot read a bus schedule, understand a newspaper editorial page, or calculate interest on a loan, even though the jobs that will revitalize America in its efforts to strike a trade balance are the highly skilled, "knowledge" jobs.

The Washington Post predicted in a recent edition that, by the Year 2000, 80% of all new entrants into the American workforce will be women, minorities, or immigrants.

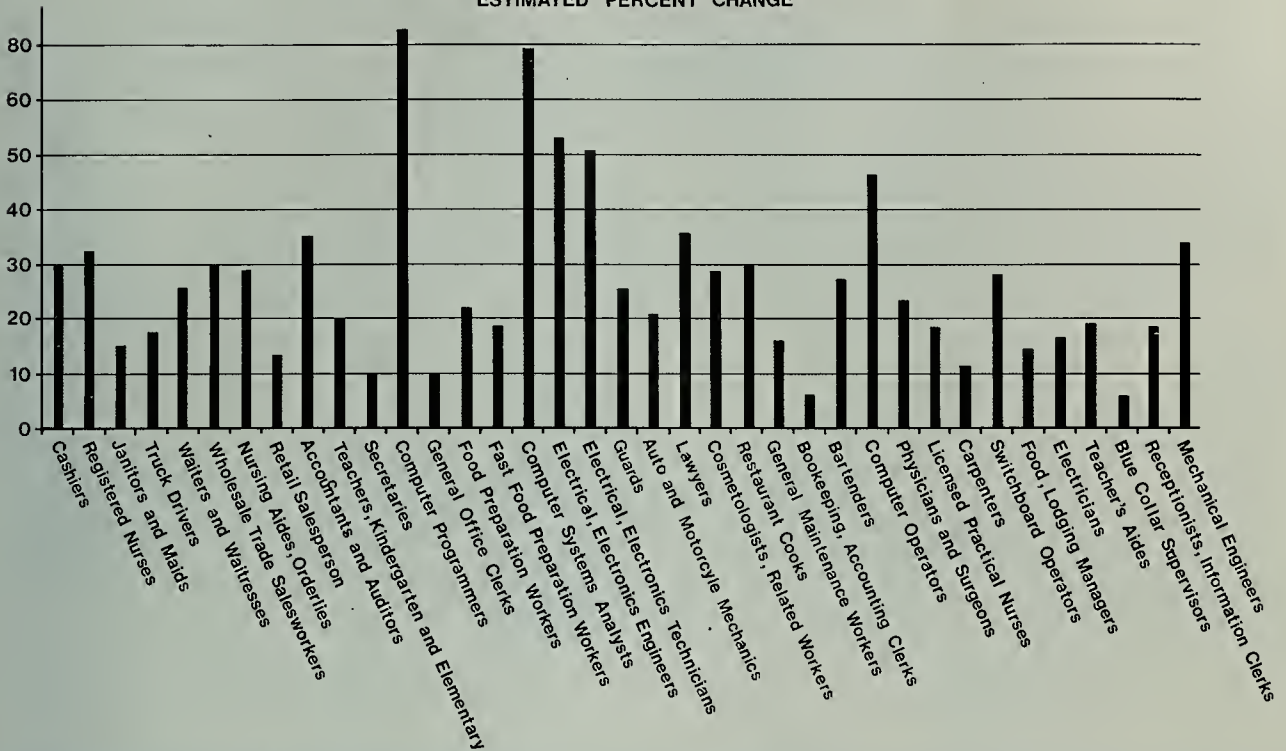
The number of people working on assembly lines will be less than 5% of the nation's workforce.

The fastest growing occupations are expected to be those of paralegals,

THE CHANGING SHAPE OF THE LABOR FORCE

OCCUPATIONS WITH LARGEST JOB GROWTH

ESTIMATED PERCENT CHANGE



Adapted from a Chart in *The Washington Post*

computer programmers, computer analysts, and medical technicians—all requiring high skill levels and, in many cases, college training. As this situation develops, we find the Reagan Administration calling for cutbacks in federal funding for higher education in an effort to balance the federal budget, while voters in local and state elections are reluctant to approve bond issues for new and improved schools and higher teacher standards and pay.

The gap between the poor and the rich grows wider, as the tax burden continues to fall hardest on the middle-income population, and inside stock traders on Wall Street continue to play international games with industrial plants and workers' jobs.

Labor Secretary Brock told reporters recently that, unless the business and education communities change their ways, the United States might evolve into "an economic class society."

If we are to have in the United States what is called "a service economy," we can expect a greater economic gap between the skilled and the unskilled or semi-skilled workforce. The projections of the labor statisticians underscore the importance of full-fledged apprenticeship training programs such as

that of the United Brotherhood, if America is to meet the challenges of the next century.

In assessing the nation's general educational situation as it applies to future jobs, Labor Secretary Brock minced no words. He told reporters, "We're still graduating hundreds of thousands of young people with diplomas that they can't read. It is a consummate national shame that we do so. But it's true that we do, and there is just no excuse for that."

The labor secretary was optimistic about the job market in the years ahead, despite the problems of a changing work force.



U.S. industry must modernize its infrastructure and apply new technologies to compete in world markets.

"From the positive side," he noted, "the job creation capability of this country is so awesome that we have in the next seven or eight years a chance to deal with societal problems such as youth unemployment, minority unemployment, problems that we have failed to deal with in the last 50 years. The job demand is going to be enormous; the demand for people with skills is going to be huge."

Asked to describe the role of labor unions in the Year 2000, the labor secretary said this:

"The role of the union has to change and to reflect the true interests of the worker, which is not in job classification but in job security and job growth . . . The question is does labor have to change? You bet your life it has to change. Does management have to change? Maybe sometimes even more than labor, because you're dealing with attitudes that were put into place in the '30s in the days of industrial strife, where it was a confrontation, almost certainly for survival in some cases.

"Now that isn't going to hack it anymore. And I think labor is moving pretty much to modify to that changing economic role. I'm worried that I sometimes see labor indicate more self-evaluation than I see in management."

UBC Fights Corporate Attempt to Take Away Shareholder Voting Rights



UBC representatives attend a U.S. Securities and Exchange Commission hearing to voice opposition to tampering with shareholders' voting rights.

Corporate executives, threatened by the recent wave of hostile takeovers, have come up with a new strategy. It is really quite simple: Take the voting rights away from shareholders, so they can't vote against you. At a recent hearing in Washington, D.C., the U.S. Securities and Exchange Commission considered whether to allow corporate managements the right to institute these unequal voting rights schemes.

For over 60 years the New York Stock Exchange has required that companies who want to be listed on the Exchange must comply with the "one share, one vote" rule. This rule is the cornerstone of shareholder rights and ensures that each share of common stock is entitled to *one* and only one vote. There is now a move to abolish the "one share, one vote" rule. Corporate managers see control of shareholder voting rights as their ultimate defensive tactic against takeovers and as an effective means of protecting their jobs.

The UBC's opposition to tampering with shareholders' voting rights was voiced at the SEC hearing. Ed Durkin, director of the Brotherhood's Special Programs Department, argued that violating basic shareholder rights was not the proper means for stopping takeovers. While emphasizing the Brotherhood's position against speculative takeovers that have left thousands of workers without jobs, Durkin testified that entrenchment of corporate management is not the answer.

The Brotherhood's testimony urged that the SEC not only retain the "one share, one vote" rule, but that further actions should be taken to enhance the corporate voting process:

"So-called 'shareholder democracy' has become a euphemism for a proxy voting system that is as democratic as Soviet-style 'elections'—the voters receive a 'ballot' listing only one slate of candidates. Short of buying the company, the system provides no way to monitor and correct misman-

agement on a widespread, regular, and continuing basis. In the absence of an effective system of industrial democracy, raiding has become our only industrial policy."

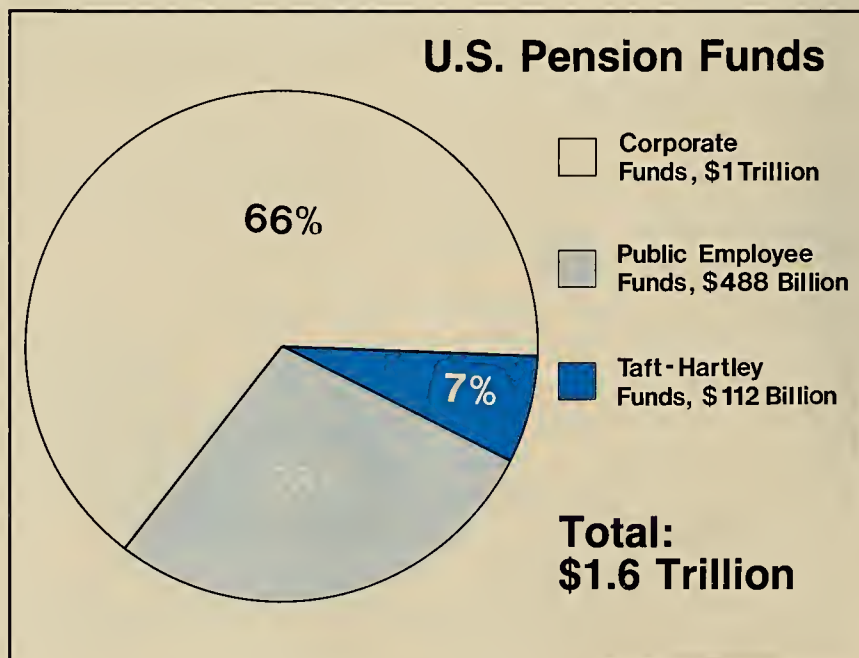
Union Members Are Corporate Owners

The importance to union members of stopping the corporate effort to restrict stock voting rights is revealed by one simple fact: Before the end of the 1990s, workers' pension funds will own over half of the corporate stock issued by American corporations. During the 1970s and 1980s, private sector pension funds have purchased nearly half of all new common stock issues. Workers' pension funds are in many instances the majority owners of today's major corporations, yet you wouldn't know it from the anti-worker environment in which we work today.

While the pension numbers above indicate a strong corporate ownership position by workers through their pension funds, *the power associated with this ownership position is not being exercised for workers by workers.* In most instances, the financial institutions hired to manage pension funds and provide custodial services exercise the fundamental rights which attach to stock ownership, the most important of these rights being the right to vote.

Considerable work is necessary in

Continued on Page 38



New Canadian Embassy Underway



The building design must conform to Pennsylvania Avenue Development Corporation restrictions to harmonize with existing structures. Above is Erickson's concept.

Construction on the new Canadian Embassy on Pennsylvania Ave. in Washington, D.C., is underway. The building, which will consolidate facilities presently housed in three locations in the city, is due to be completed in early 1988.

The site of the new embassy, with its commanding views of the Capitol, the National Gallery of Art, and U.S. monuments and government buildings, symbolizes the value both Canada and the United States place on their relationship. The Canadian Embassy is unique in occupying a location so close

to the U.S. seats of power.

The 185,430-square-foot building is to include office areas, public areas, and parking areas. It will contain the office of the ambassador, offices for political, economic, and defense divisions, public affairs, post administration, and a communications center.

Arthur Erickson Architects, an award-winning, internationally-known firm, has designed the building for Canada. The general contractor is the George Hyman Construction Co.

Crews are scheduled to complete the project early next year.



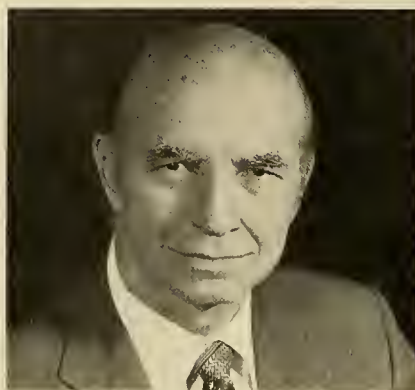
On their recent trip to Washington, D.C., General Executive Board Members Ronald J. Dancer, from the tenth district, left, and John Carruthers, from the ninth district, right, took a walk down the street to observe construction of their new embassy.



Retired Board Member Leon Greene Passes Away at 68 in Minnesota

Leo Greene, Fifth District general executive board member for 25 years, died December 22 at his home in Crystal, Minn. He was 68.

Greene was initiated into the UBC on Jan. 20, 1943, joining Millwrights Local 548, St. Paul, Minn., where he maintained membership during the entire length of his Brotherhood career. In his 44 years of membership in the UBC, Greene served as a business representative for Local 548, as executive secretary of the Minnesota State Council of Carpenters, and as general executive board member of the Fifth District for 25 years. During his tenure on the general executive board, he served on three joint committees for the UBC—the Machinists Committee, the United



Association (Plumbers) Committee, and the Boilermakers Joint Committee.

Greene once worked for DuPont Corp. in Minneapolis, Minn. From 1934 to

1937 he saw duty with the Army Air Corps. During World War II he served in the 29th Battalion and Special Unit of the U.S. Navy.

In honor of his venerable service to the UBC, upon Greene's retirement in May 1985, a recognition dinner was given in Minneapolis where UBC President Patrick J. Campbell praised Greene for his dedicated service, calling his work an example for younger leaders to follow.

Greene is survived by his wife Lucy, who retired from working with the UBC apprenticeship and training department on January 25, 1986, two sons, and two daughters.

Funeral services were held Dec. 24, 1986, in St. Paul, Minn.

Washington Report



AVERAGE '87 WAGE HIKE

About 4.1 million workers of the 8.8 million under major collective bargaining contracts are scheduled for wage hikes averaging 3.7% in 1987, says the Labor Department.

In a report on this year's collective bargaining activity, the department said 48% of the workers in private industry will receive "deferred wage changes" averaging 3.4% as a result of earlier negotiated contracts. State and local government workers will average 5% in "deferred wage increases" in 1987.

A Labor Department spokesman explained that "deferred" changes means increases for all but approximately 1,000 workers on whom wage and contract information is gathered.

Contracts affecting 3.1 million workers are slated to expire or reopen, said the department's analysts, or more than a third of the 8.8 million under major agreements. Of the 3.1 million, 2 million are in the private sector and 1.1 million in state and local government.

Industries with the greatest numbers of workers under contracts slated for renewal are transportation equipment manufacturing (including Ford Motor Co. and General Motors Corp.), construction, and wholesale and retail trades.

State and local government contracts to be bargained—about half of this group's 2.3 million employees under major agreements—are expected to concentrate mostly on New York, N.Y., Florida, California, and Hawaii.

TAX LAW BUILDING SURGE

Construction spending rose a strong 1.6% in October as builders rushed to complete projects before the new tax law took effect Jan. 1, 1987, the Commerce Department recently reported.

The rise, however, followed a revised 0.3% drop in September that previously had been reported as a 1.4% gain. This was the first monthly decrease since last March in a sector which was relatively strong last year.

Nonresidential outlays—mostly for construction of apartments, hotels, and office buildings—rose 3.6% after falling 0.8% in September. Residential spending was up 1.3%.

ASBESTOS OUT OF SCHOOLS

Congress gave final approval to union-backed legislation requiring schools to get rid of hazardous asbestos and directed the Environmental Protection Agency to set standards for safe removal by certified contractors. Until passage of this legislation, schools were required to inspect for asbestos hazards but not compelled to do anything about it. The EPA has balked at issuing regulations to ensure effective clean-up operations.

The new law requires EPA to issue regulations within one year for mandatory school inspections and reinspections, and to set standards for the safe removal of asbestos.

EPA is required to develop a model program for states to certify contractors whose employees are trained to identify and safely remove asbestos hazards.

The legislation also requires EPA to study asbestos problems in other buildings, public and private, and to recommend whether they should also be subject to asbestos removal requirements.

TRILLION-DOLLAR BUDGET

President Reagan, while continuing to attack Democrats as big spenders, began his 7th year in the White House by sending Congress the first trillion-dollar budget in history. A Baltimore Sun columnist traced the budget breakthroughs back through history. It was noted that, in its first three years, the U.S. government spent only \$4,269,000.

The Civil War brought the first billion-dollar budget, reaching \$1,300,000,000. World War I brought 11-digit budgets. The Vietnam War boosted the budget into 12 digits. Now Reagan has broken the trillion-dollar barrier, and in peacetime.

DCM EXPOSURE LIMITS HIGH?

The Occupational Safety and Health Administration announced preliminary action on a possible revision of worker exposure limits to the suspected cancer-causing chemical methylene chloride.

OSHA called for public comment on the health risks, exposure levels, protective equipment, production and control systems, and other issues related to the widely used chemical.

More than 1 million workers are estimated to be exposed to methylene chloride, which is called dichloromethane and commonly referred to as DCM.

Long known to cause skin rashes, headaches, dizziness, and severe problems of the heart, liver and nervous system, DCM currently is regulated by OSHA at a permissible exposure limit of 500 parts of DCM per million parts of air.

The National Institute for Occupational Safety and Health has recommended that worker exposure to DCM be reduced to the lowest feasible level. In addition, the Environmental Protection Agency, Food and Drug Administration, and Consumer Product Safety Commission have moved to reduce the use of DCM.

DCM also is used to decaffeinate coffee and in consumer products such as paint removers and aerosol sprays, including spray paints, hair spray, and insecticides.

UBC Leaflets Focus Attention on American Express Nationwide

In 20 cities across the country, UBC members were out in front of American Express offices spreading the message "LEAVE HOME WITHOUT IT." From Florida to Connecticut and New York to California the public and corporate officials were getting the word that American Express is a company that has not lived up to its responsibilities as a corporate citizen.

The Brotherhood's consumer boycott and publicity campaign against American Express is almost one year old. While the company has tried to put forth an image as a friend of labor, their actions have been to the contrary. As reported in earlier issues of *Carpenter*, American Express has had substantial construction performed by nonunion contractors in both Greensboro, N.C., and Atlanta, Ga.

The leafletting, which took place on December 17, was aimed at American Express Travel Related Services offices in 20 large cities. Morning and lunch-time customers and Christmas shopping crowds were met by the leafletters and were very receptive to the message. According to one report many people did not know the connection between American Express and its subsidiaries, Shearson Lehman Bros., IDS Financial Services, Balcor Co., and the Boston Co.

The response from American Express has been very quiet publicly, but sources close to the company have revealed that top management is furious over the adverse publicity they are



Al Benedetti, financial secretary Local 1827, Las Vegas, Nev., left, and Douglas Matejovsky, financial secretary, Local 971, Reno, Nev., right, pass leaflets out at Las Vegas seminar.

getting. It has also been learned that many union benefit funds are looking closely at whether they really benefit from using American Express subsidiaries as fund managers or brokerage services, although these companies are not a target of the boycott.

This recent leafletting effort was just one of many actions taken in the American Express campaign in recent months. "We intend to follow all lawful avenues open to us to show American Express we mean business," stated General President Patrick J. Campbell. "In our experience, a leaflet, jobsite picket, or shareholder action by itself may not change a company's practices, but when many legitimate tactics are put together, focused and maintained our message gets through loud and clear." **UBC**

Let American Express Hear From You!

Mr. James D. Robinson, III
Chairman & Chief Executive Officer
American Express Company
World Financial Center
New York, NY 10285

Dear Sir:

I've been in the United Brotherhood of Carpenters and Joiners of America since 1961, and am very proud to be a Union Member. After learning of the feelings of American Express toward Union craftsman, I must not renew my membership in your Organization.

I've had the American Express card since 1980 and had hoped that I had earned the valued customer status, but apparently you do not want or need my business any longer. It is therefore with regret that I must not renew my membership with American Express. I will also encourage my Family, Friends and Neighbors to do likewise.

Sincerely,

George W. Geiger Jr.
Carpenters District Council of
Jacksonville, Florida and Vicinity



The Florida State Organizing Program rat costume came in handy when South Florida District Council members and affiliated unions leafletted American Express offices in Miami, Fla.



Members of Local 210, Western Connecticut conducted leafletting at a Stanford, Conn., location. Pictured are local members Richard Warga, Deborah Mackenzie, and Walter Rowe.

Last of the Liberty Ships

It's been more than 40 years, but many will remember the "ugly ducklings" constructed during World War II. Thousands of UBC members played vital roles in building the ships and serving aboard them. Two of the ships bore the names of Brotherhood members.

"Ships for Victory" was the rallying cry in shipyards across the country during World War II. The slogan was part of a U.S. Maritime Commission campaign designed to show World War II shipyard workers that their labor was not only a means to a paycheck, but also a contribution to the nation and the war effort. These workers set incredible production records at yards across the country building a fleet that became known as the Liberty Fleet or "Liberty Ships."

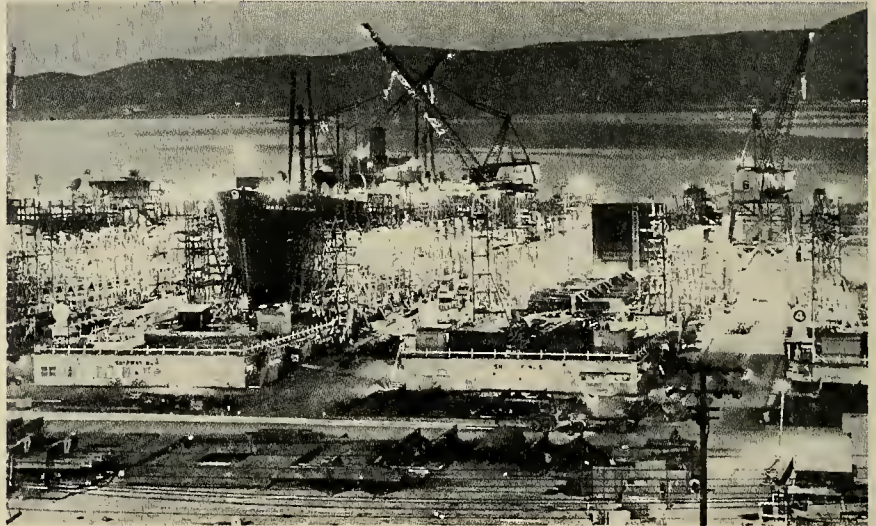
The vessels were part of a pre-Pearl Harbor emergency ship-building program announced by President Franklin D. Roosevelt to aid the British and Allied effort. They were a vital element in the "bridge of ships" that was needed to provide support to soldiers stationed beyond their home shores.

When the Maritime Commission was making arrangements to standardize the type ship to be built in the emergency program, speed and economy were major considerations. Since many new shipyards were under construction in the U.S., nationwide standardization was attempted. This would allow reproduction of drawings and specifications on a large scale and help secure a steady flow of components to each yard. Although many ships were under production, this nationwide standardization was most successfully applied in the production of the Liberty ships.

From the beginning they were very different from other Maritime Commission ships. Rather than taking the time to develop a design in the Commission's technical division, the ship's main characteristics were borrowed from a British 11-knot freighter under construction, although American modifications would distinguish our Liberty ships from the British prototype.

Some changes were made to adapt the ship to fit common American practices, others were made due to the scarcity of steel, but most were to speed construction time along.

As the war progressed, there was an ever-increasing need for cargo vessels, and shipyards became the lifeline for



The selection of the names for each Liberty was handled by the Maritime Commission Ship Naming Committee. Names of individuals were used, after investigation to ensure suitability. In each ship there was a brief biography of the person whose name she bore.

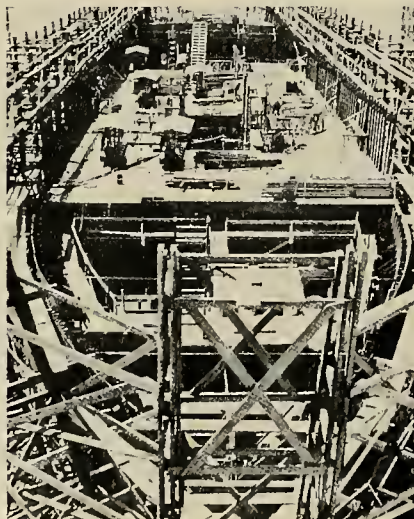
the Allied war effort. The Liberty ship quickly became four or five times as numerous as any other type in the American Merchant Marine. Known as the workhorses of the war, Libertys

saw action in both the Atlantic and Pacific theaters, and their valuable cargo-carrying capacity made them an important element in our "bridge."

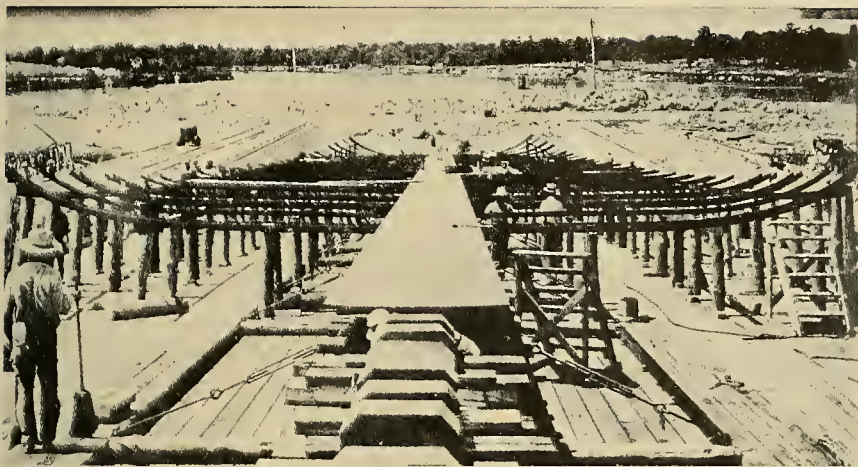
Shipyards around the country were working to fabricate Liberty ships and put them in service as quickly as possible. The Kaiser yards, managed by Henry J. Kaiser, founder of more than 100 companies, including Kaiser Aluminum, Kaiser Steel, and Kaiser Cement and Gypsum, were notable for the outstanding production times they maintained and the records they set. A Liberty was launched at Richmond No. 2 (in California) after only four days on the ways—an unmatched feat. By the end of the war, Kaiser yards were dominant in Maritime Commission ship building.

It was a proud moment in the history of the United Brotherhood in October 1942 when a Liberty ship slid down the ways in a Kaiser yard after being christened the *Peter J. McGuire*, after the UBC founder.

A typical Liberty ship had a deadweight tonnage of 10,419 with five cargo holds, an overall length of 441' 6", and a cruising speed of 11 knots. A total of



The John W. Brown was built at the Bethlehem Fairfield Shipyard in Baltimore, Md., the same yard that built the Patrick Henry, America's first Liberty ship.



When the production of Liberty ships began, the average construction time per ship was over 200 days, but by the end of 1942 it had dropped to under 50 days and was still decreasing. The Brown, launched on Sept. 7, 1942, was built in 41 days.

2,610 were built, and more than 200 were lost during World War II. Today only two remain, the *Jeremiah O'Brien* and the *John W. Brown*.

One of these, the *John W. Brown*, is named for a labor veteran from the Northeast who spent most of his adult life advancing the cause of organized

labor, especially in shipyards. Brother Brown, who was born in 1867, started out working as a joiner at the Bath Iron Works in his native Maine, where he was distressed by the working conditions. By the late 1800s he had become a strong advocate of the rights of the working class and an organizer for the United Brotherhood of Carpenters.

Brown spent a time organizing for the United Mine Workers of America and, after resigning from that post, played an integral role in the organization of Local Union 4 of the Industrial Union of Marine and Shipbuilding Workers at Bath Iron Works. Of paramount concern to Brown were the conditions at Bath and the indignities suffered by workers there; he had no



John W. Brown was influential in organizing the Bath Iron Works and securing fair wages and treatment for workers there.

The Brown in wartime livery.



The *Jeremiah O'Brien* is preserved in the Port of San Francisco, Calif., and a movement is currently underway to preserve the *John W. Brown*. The ship was owned by the New York City school system for many years and was kept in the Hudson River on the East Side of Manhattan where she was used as a vocational school to teach students the basic skills needed by deck hands and to train them in the maritime trades. Since that time she has been towed to the James River in Virginia to await repairs and renovation. A group of former merchant sailors, Armed Guardsmen, and other interested parties have joined together to raise funds to save this proud ship. If you are interested in joining the preservation effort, contact: Project Liberty Ship, P.O. Box 3356, Rockefeller Center Station, New York, NY 10185.

preference for one union over another, although he had extensive contact with AFL officials in attempts to affiliate with the crafts organization.

From the inception of the international until Brown's death at age 74 in 1941, he remained an honorary member of the Shipbuilders' general executive board. He was active and prominent in the leadership of the union, served as consultant and advisor to the international officers, general executive board, and Local 4, and authored a column in *The Shipyard Worker* called "Workers Should Know."

UBC

Aging Fernald Plant in Ohio Still Shows Little Safety Progress

Labor representatives from the Nuclear Workers' Safety and Health Conference toured the aging and neglected Fernald, Ohio, Feed Materials Production Center, featured in the July 1985 *Carpenter*, where the Department of Energy's lax regulation allowed nearly 100 tons of hazardous radioactive uranium dust to be released into the atmosphere. The maintenance workers at the plant are UBC members of Local 2380, Fernald, Ohio.

The 32-year-old plant employs about

1,500 and produces uranium metal forms for national defense. More than \$100 million worth of claims have been filed so far against the Fernald plant. Until January 1986, it was managed by NLO Inc. Now, Fernald is under the management of Westinghouse and workers say conditions are improving slowly.

While company officials stressed workers are in no danger at the plant, many of the union leaders taking the tour were not convinced of the health and safety of the workers.

"It looks as if they built it and never did anything else to maintain it," said Bob Keil, president of the Oak Ridge, Tenn., Atomic Trades and Labor Council. "I'm surprised at the lax safety and security inside this place."

Westinghouse Manager Bruce Boswell promised the tour that the company is working to reduce radiation exposure. The company also is pushing a program designed to change Fernald's image.

UNION LEADERS

Where did they come from? Where are they going?



There have been a lot of studies of business leaders, public officials, and politicians, analyzing their careers and their opinions on public issues.

Dr. Philip Quaglieri of the Department of Management at the University of Massachusetts, Boston Harbor Campus, felt it was high time American labor leaders were scrutinized as well. He interviewed 60 trade union officials, 54 men and 6 women, including 31 presidents, 1 former vice president, 23 secretary-treasurers, and 5 executive directors or vice presidents. The interviewees, not all typical, represented craft workers, industrial workers, semiskilled and unskilled, and some public sector employees. This is what he found:

BACKGROUNDS—The average age of the persons interviewed was 52. Ninety-seven percent were American born. Their fathers were predominantly wage earners (62%), and their mothers were mostly homemakers (70%). The parents' incomes were either low (68%) or middle income (22%).

Of the 60 leaders interviewed, 29% stated that they have bachelor degrees from colleges and 12% have advanced degrees. The average years of formal education were 14.1. About half of the 60 began their careers as wage earners (49%) and another 49% were salaried professionals.

UNION CAREERS—Most joined a union by age 23. Some joined because it was a condition of employment (26%); some joined out of their belief in the goals of organized labor (32%); some joined out of the desire for better pay and working conditions (24%); some were pressured by others to join (6%); and others wanted to settle a problem with management (5%).

The respondents sought election to their first union office about age 25, with 67% starting out at the local level. Positions include executive board membership (22%); steward (10%); local secretary-treasurer (12%); local president (10%); vice-president (20%). Less than 1% ever held a full-time position as an organizer.

The majority held four to six union

positions over the span of their careers. Over 82% of all positions held were elected offices. The leaders interviewed were consistent winners in local elections—63% never lost an election, 27% lost only one election, 10% lost only two elections during their careers. Most respondents moved up the hierarchy after an incumbent's resignation or election/appointment to a higher office; 25% of all positions held were won by defeating an incumbent.

Most (66%) had a mentor or a major supporter, and some (10%) had several mentors during their careers. Mentors listened to and discussed ideas (98%), encouraged the discussion of disagreements (95%), demanded high levels of effort (92%), gave career advice (72%),

made introductions to the "right" people (50%). The respondents (89%) indicated their mentors had a significant influence on them personally as well as on their career success. A few leaders appointed their mentors to high-level positions.

Those interviewed in the survey were generally satisfied with their careers; 90% rank those things relative to being a labor leader near the top of all things important to them. However, 22% wish they had chosen a different career, and 32% are sometimes dissatisfied with their decision to become a labor leader.

The 60 labor leaders were asked to indicate the priorities for their unions, as they saw it. The accompanying chart indicates their responses.

UBC

National Priorities For Labor Leaders Interviewed

	Level of priority			
	High	Moderate	Low	Not at All
Gain seat on the Board of Directors of employing companies	19%	37%	31%	12%
Support Protectionist Legislation against foreign competition	56%	29%	5%	8%
Support legislation restricting the amount and type of work people can do at home	42%	19%	24%	15%
Help organize workers and train labor leaders in foreign countries	32%	32%	27%	8%
Coordinate collective bargaining, strikes, and boycott activities with unions in other countries	31%	32%	25%	12%
Merge national unions to increase collective bargaining power	39%	42%	12%	5%
Increase the numbers of women serving as union leaders	51%	39%	7%	2%
Ally with activist organizations (such as civil rights groups) in support of economic, social, and health reforms	56%	25%	12%	7%
Establish a national political party to represent Labor's interests	17%	10%	32%	39%
Establish compulsory retirement of national union leaders by setting limitations on age or number of eligible terms	22%	15%	31%	29%
Increase the number of minority group members serving as union leaders	41%	47%	7%	3%
Support "equal pay for work of comparable worth" legislation	51%	27%	14%	3%
Purchase and manage large scale business	5%	37%	46%	2%

Ottawa Report



'87 BUSY CONTRACT YEAR

Figures released by Labour Canada show 1987 will be a busy year for union-management negotiations.

Some 1.5 million Canadian workers—two-thirds of all employees covered by major collective agreements—will be involved in about 600 separate negotiations this year.

Public and quasi-public sector bargaining will continue to predominate, as agreements expire in the airlines, urban transit, telephones, and the federal public service. (Approximately 75% of employees covered by negotiations at the present time are in the public and quasi-public sectors.)

The key private-sector negotiations in 1987 will occur in the auto, steel, and pulp and paper industries.

Since wage gains in major agreements have been below consumer price increases for the past four years, wage demands will likely remain a major concern for union negotiators in 1987. Other key issues are likely to be job protection, contracting-out, training and retraining, seniority rights, income support in the event of layoffs, and pensions and early retirement plans.

On the other hand, employers are likely to continue their emphasis on wage restraint (including for example, lower start rates for new employees), and on greater flexibility in work-force deployment.

NUCLEAR-FREE ONTARIO?

The Ontario Federation of Labour has endorsed the campaign for a nuclear-weapons-free Ontario. A resolution on declaring the province a Nuclear-Weapons-Free Zone was to be introduced in the Ontario Legislature by Richard Johnston (NDP, Scarborough West).

Seven countries, including Iceland and Spain, have declared themselves nuclear-weapons free, OFL Secretary-Treasurer Sean O'Flynn noted in a letter to affiliates. "In Canada, over 100 towns and regions—including the Province of Manitoba—have done likewise. In Ontario, 39 communities have declared themselves nuclear-weapons-free."

The leaflet on this campaign noted that: "In a Nuclear Weapons-Free Ontario, there would be no export of goods and materials used in the construction and deployment of nuclear weapons systems. . . . Existing nuclear weapons—related activity, such as at Litton, would be converted to civilian use, ensuring that no jobs would be lost."

NO JOBS FOR STRIKEBREAKERS

An employer who hires replacement workers during a strike cannot insist on keeping the strikebreakers on the job when the walkout is settled, the Ontario Labor Relations Board has decided in a key ruling.

The decision appears to close the door in Ontario to the type of bitter issue that kept workers on the picket line for six and one half months at the Gainers Inc. meat plant in Edmonton, Alta. In that strike, owner Peter Pocklington had refused to back down on his promise to replacement workers that they would keep their jobs.

The ruling by the OLRB says a company is acting illegally when it holds up a settlement by insisting that the replacements get priority over strikers for the jobs available when the dispute is ended.

The board was ruling on complaints laid by the United Steelworkers of America, which represents about 40 workers who have been on strike for more than three and one half years at Shaw-Almex Industries Ltd., a machinery company just outside Parry Sound.

BIG BOSSES GET RAISES

The corporate effort to control costs, a dominant business theme since the 1982 recession, doesn't appear to have adversely affected the salaries of top executives, two recent surveys indicate.

Many company directors received pay increases of more than 10% in 1986, as well as topped-up annual retainers and larger honorariums for attending meetings, the Conference Board of Canada has reported.

Salary increases for executives, while lagging behind those of directors, outpaced those for all other employee groups, as well as the rate of inflation, for the third consecutive year, a study by Hansen Consultants Ltd. of Toronto shows.

The Conference Board study indicates that 41% of the 928 companies surveyed gave their outside directors pay increases this year. Median annual pay climbed by 15% for directors of financial institutions, and by 11% for directors of manufacturing companies.

Among other non-financial companies, pay increases averaged only 5%.

QUEBEC FUND FOR JOBS

According to a report by Wilfred List in the *Toronto Globe and Mail*, labor's experiment with people's capitalism in Quebec is helping to resuscitate faltering companies, enabling some small enterprises to expand, and in the process saving and creating jobs.

The labor-initiated fund for risk capital investment in small and medium-sized Quebec companies is unique in North America. It has raised more than \$50-million in its three years of operation.

The fund could top \$100-million by next year, Louis Laberge, president of the Quebec Federation of Labor, said in an interview. He is also godfather of what the QFL has dubbed a Solidarity Fund.

Since its inception in February 1984, the fund has invested nearly \$12 million in 16 companies, breathing life into one business that had been closed for nearly a year and keeping another from going under because of a lack of capital.

NATIONAL RECIPROCAL AGREEMENT PROTECT MEMBERS' BENEFITS

*Continued effort by local union
officers is needed to
bring reciprocal benefits
to all members.*



Responding to the mandate of the delegates to the 34th General Convention, new national Reciprocal Agreements were developed and distributed to all local unions and councils in 1983. These agreements protect the pension and welfare benefits of UBC members who find it necessary to take work outside their local's jurisdiction for a period of time. (A more complete explanation of the reciprocal problem appears below.)

If there is a reciprocal agreement in your area, find out how it works.

The new agreements help to secure your future, but too many members are still not enjoying this long-awaited benefit. The reason: many local union and district council representatives who serve as trustees of benefit funds have not pushed for approval of the documents at meetings of boards of trustees. On the pages which follow this article is a list of Pension Funds and welfare funds which have approved the new Reciprocal Agreements. The General Officers are urging all members to contact their local union officers to get this protection in force in your fund.

How the Pension Reciprocal Agreement Works

If you work outside the area covered by your local's negotiated pension fund, the pension you have already earned is protected (and you can be adding to your ultimate pension) if your fund and the one under which you are working have signed the new agreement. There is no transfer of money in some situations. Instead, your pension credit will be maintained in each fund under which you work and when you retire you will receive pension checks from several Carpenter pension funds. This is called the "pro-rata" or "partial" pension agreement.

For example, suppose you have 7 years of pension credit in your local union's program (sometimes called a home fund) and then you leave to work in other jurisdictions. Your pension credit record might look like this:

Home Fund 1977-1983
Carpenter Fund "A"
1984-1986
Carpenter Fund "B"
1987-1991

Pension
Credit

7 years
3 years
5 years

If you retired at age 65 in 1992 and all three Funds were participating in the program you would get a pension from all three programs because: a) When you combine the credits under all three Funds you would have more than 10 years in total; b) You have at least one year of credit in each fund since 1955; and c) You meet the age requirement for a pension. Of course, the amount of the monthly check you receive from each of the funds will be based only on the credit you earned under each fund and on each fund's own benefit level.

Another possible way your pension can be secured is if the funds under which you work sign a special section of the Reciprocal Agreement called "Exhibit B," or the *Transfer of Con-*

tributions arrangement. Here, contributions made to other Carpenter funds are sent to your local's fund periodically and they are converted into pension credits only by that fund. At retirement, your eligibility and the amount of your pension will be determined only by your local's fund. And, you will receive a single monthly check from that fund.

For example, if you worked under Carpenter Fund "A" and Carpenter Fund "B" as shown in the previous example, those funds would send the contributions back to your home fund. They would have no further obligation to pay you benefits. Your home fund would determine the value of those contributions and would adjust your pension record accordingly.



Pension and welfare agreements which participate in the national program are now operating in 43 states and the District of Columbia.

Conditions—The Transfer of Contributions arrangement only is effective if:

1. All the funds under which you work have signed the necessary document (Exhibit B) and
2. You sign an authorization form indicating that you want the contributions returned to your local's fund, within 60 days of the time you start working in another jurisdiction.

DIRECTORY

FEBRUARY 1987

Reciprocal Agreements of the Pro-Rata Pension Plan

We Urge You To Keep This Issue For Reference

Here is a listing of pension funds which have signed the National Carpenters Pro Rata Pension Agreement (NCPRPA) or the International Reciprocal Agreement for Carpenter Pension Funds (IRACP-A/B); also, a listing of funds which have signed the Master Reciprocal Agreement for Health and Welfare Funds (MRAH&W).

The funds are listed by state. Councils and/or local unions covered by or participating in a specific fund are listed following each fund. (Is your fund on this list—why not?)

ARIZONA

Arizona State Carpenters Pension Trust Fund
5125 North 16th Street, Suite A104
Phoenix, Arizona 85016

ARKANSAS

Carpenters Pension Fund of Arkansas
1 Riverfront Place, Suite 580
N. Little Rock, Arkansas 72114

CALIFORNIA

Carpenters Pension Trust Fund for Northern California
955 Market Street
San Francisco, California 94103-1769

Carpenters Pension Trust Fund for Southern California
520 South Virgil Avenue
Los Angeles, California 90020

Mill Cabinet Pension Fund for Northern California
955 Market Street
San Francisco, California 94103

San Diego County Carpenters Pension Fund
4635 Viewridge Ave., Suite D
San Diego, California 92123

Southern California Lumber Industry Retirement Fund
650 S. Spring Street, Room 1028
Los Angeles, California 90014

COLORADO

Centennial State Carpenters Pension Trust Fund
789 Sherman Street, Suite 560
Denver, Colorado 80203

CONNECTICUT

Connecticut State Council of Carp. State-wide Pension and Health Funds
10 Broadway
Hamden, Connecticut 06518

DISTRICT OF COLUMBIA

Washington Area Carpenters Pension & Retirement Fund
2233 Wisconsin Ave. N.W., Suite 216
Washington, DC 20007

FLORIDA

Central Florida Carpenters District Co. Pension Fund
P. O. Box 20173
Orlando, Florida 32814

Carpenters Local Union 140 Pension Fund
7930 U.S. 301 North
Tampa, Florida 33610

Jacksonville & Vicinity Carpenters DC Pension Fund
P. O. Box 16845
Jacksonville, Florida 32245-6845

Palm Beach County Carpenters Pension Fund

2247 Palm Beach Lakes Blvd., Suite 101
West Palm Beach, Florida 33409

South Florida Carpenters Pension Trust Fund

P. O. Box 560695
Miami, Florida 33156

Florida Millwrights Piledrivers Highway Const. & Divers Pension Fund
3500 Fletcher Ave., Suite 105
Tampa, Florida 33612

GEORGIA

Carp. L.U. 225 & MW L.U. 1263 Health & Welfare Fund
3355 Northeast Expressway, Suite 110
Atlanta, Georgia 30341

IDAHO

Idaho Branch Inc. AGC Carpenters Pension Trust
P. O. Box 5183
Portland, Idaho 97208

ILLINOIS

Carpenters Welfare & Pension Fund of Illinois
28 North First St., P.O. Box 470
Geneva, Illinois 60134

Chicago & Northeast Illinois DC of Carpenters Pension Fund
12 East Erie Street
Chicago, Illinois 60611

Chicago & Northeast Illinois DC of Carpenters Millmen Pension Fund
12 East Erie Street
Chicago, Illinois 60611

Carpenters DC of Madison Co. Ill. & Vicinity Health & Welfare Fund
617 W. Chain of Rocks Road
Granite City, Illinois 62040

Danville Carpenters Pension Fund
17 E. Main Street
Danville, Illinois 61832

Local Union 496 Insurance Fund
555 S. Schuyler Ave., Suite 220
Kankakee, Illinois 60901

Carpenters L.U. 496 Pension Trust Fund
220 West Court Street
Kankakee, Illinois 60901

How the Health and Welfare Reciprocal Agreement Works

For health and welfare coverage, a separate Reciprocal Agreement was developed. Here, the system works the same way as the transfer of contributions program for pensions. If you work under another fund's jurisdiction and both that fund and your local's fund have signed the agreement, the contributions made on your behalf will be sent back to your local's fund. That fund will convert the money into eligibility credits and any health care claims will be processed only by your local's fund.

Here, too, you must request in writing that the contributions be sent back to your home fund.

Take a close look at the listing of funds which have signed the Reciprocal Agreement. If your fund is not there, there is a good chance that your benefits will be in danger any time you work outside your regular fund's area. Make sure your local's officers do everything they can to have your funds join the reciprocity program. When you are ready to retire—or when you have a large hospital bill that won't be paid because you lost eligibility—it will be too late to correct the problem.

Copies of the agreements and answers to questions about them are available at the General Office.

Central Ill. DC of Carpenters Health & Welfare Trust Fund
512 W. Main Street
Peoria, Illinois 61605

Const. Industry Welfare Fund of Central Ill. (L.U. 44 & 347)
34 East Springfield Ave.
Champaign, Illinois 61820

INDIANA

Carp. Central & Western IN Pension Fund & Welfare Fund
5 E. Market St., Suite 1222
Indianapolis, Indiana 46204

NW Indiana & Vic DC of Carpenters Pension Trust Fund
2111 W. Lincoln Hwy.
Merrillville, Indiana 46410

Eastern Indiana Fringe Benefit Fund
3515 Washington Blvd.
Indianapolis, Indiana 46205

Evansville Area Carpenter Health & Welfare Fund
1035 W. Franklin Street
Evansville, Indiana 47710

Local Union 413 Health & Welfare Fund
315 N. Lafayette Blvd.
South Bend, Indiana 46601

Indiana State Council Pension & Welfare Fund
P. O. Box 55221
Indianapolis, Indiana 46205

Carpenters LM Pension Fund
5638 Professional Circle
Indianapolis, Indiana 46241

KENTUCKY

Lower Ohio Valley DC Pension Trust Fund
620 East 22nd Street
Owensboro, Kentucky 42301

Lower Ohio Valley DC & Western Ky. DC Health & Welfare Fund
620 East 22nd Street
Owensboro, Kentucky 42301

IOWA

UBC&JA L.U. 948 Retirement Health & Welfare Funds
The Bankers 711 High St.
Des Moines, Iowa 50307

Iowa Builders Retirement & Health & Welfare Funds
P. O. Box 360
Waterloo, Iowa 50704

KANSAS

Kansas Construction Trades Open End Pension Trust Fund
4101 Southgate Dr., P.O. Box 5168
Topeka, Kansas 66605

KENTUCKY

Falls Cities Carpenters DC Pension Fund
4017 Dixie Highway
Louisville, Kentucky 40216

LOUISIANA

District Council of New Orleans & Vicinity Pension Fund

1407 Decatur Street
New Orleans, Louisiana 70116

United Brotherhood of Carpenters Local Union 1811 Pension Fund
c/o SW Administrators, P.O. Box 4617
Monroe, Louisiana 71201

Northwest Louisiana Carp. Pension Plan
2715 Mackey Office Pl., Suite 207
Shreveport, Louisiana 71118

Carpenters Local 1098 Pension Fund
5219 Choctaw Drive
Baton Rouge, Louisiana 70805
L.U. 953 Pension & Health Welfare Funds
1715 Common Street
Lake Charles, Louisiana 70601

MAINE

See New Hampshire & Vermont

MARYLAND

Cumberland Md. & Vicinity Building and Const. Employees Trust Fund
72 Greene Street
Cumberland, Maryland 21502

Carpenters Pension & Welfare Fund of Baltimore, Maryland
432 Eastern Avenue
Baltimore, Maryland 21221

MASSACHUSETTS

Mass. State Carpenters Annuity Fund
69 Winn Street
Burlington, Massachusetts 01803

Mass. State Carpenters Pension Fund
69 Winn Street
Burlington, Massachusetts 01803

Carpenters L.U. 624 Health & Welfare Fund
30 Cottage Street, Room 23
Brockton, Massachusetts 02401

Carpenters L.U. 1305 Health & Insurance Fund
239 Bedford Street
Fall River, Massachusetts 02721

MICHIGAN

Michigan Carpenters Council Pension Fund
241 E. Saginaw, Suite 601
East Lansing, Michigan 48823

Carpenters Pension Trust Fund Detroit & Vicinity
30700 Telegraph Rd., Suite 2400
Birmingham, Michigan 48012

Detroit Carpenters Health & Welfare Fund
20300 Civic Center Dr., Suite 205
Southfield, Michigan 48076

Local Union 9005 Health & Welfare Fund
7301 Schaefer
Dearborn, Michigan 48126

MW Local 1102 Health & Welfare Fund
1145 W. Long Lake Rd., Suite 100
Bloomfield, Michigan 48013

Resilient Floor Coverers Pension Fund
30700 Telegraph Rd., Suite 4601
Birmingham, Michigan 48010-3787

Lathers Local 1028-L Health Care Fund
P. O. Box 1132
Bay City, Michigan 48706

Detroit Millmen's Health Welfare Fund
1145 W. Long Lake Road
Bloomfield, Michigan 48013

MINNESOTA

Twin City Carpenters & Joiners Pension Fund
2850 Metro Drive, Suite 404
Bloomington, Minnesota 55420

Lathers Local 190 Pension Fund
708 South Tenth Street
Minneapolis, Minnesota 55404

Minneapolis Lathers Plasterers and Plaster Tenders Welfare Fund
708 South Tenth Street
Minneapolis, Minnesota 55404

MISSOURI

Carpenters District Council of KC & Vicinity Pension Fund
3100 Broadway, Suite 505
Kansas City, Missouri 64111

Carpenters Pension Trust Fund of St. Louis
1401 Hampton Ave., Carpenters Bldg.
St. Louis, Missouri 63139

Carpenters Shops & Mills Pension Plan
1401 Hampton Avenue
St. Louis, Missouri 63139

MONTANA

See Idaho & Washington

NEBRASKA

Lincoln Building & Construction Industry Pension Plan
100 North 56th St., Suite 211
Lincoln, Nebraska 68504

Omaha Construction Industry Health Welfare & Pension Plans
8707 W. Center Road
Omaha, Nebraska 68124

NEVADA

Northern Nevada Carpenters Pension Trust Fund
1745 Vassar St., P.O. Box 11337
Reno, Nevada 89510

Construction Industry & Carpenters Joint Pension Trust Southern Nev.
1830 East Sahara Ave., Suite 100
Las Vegas, Nevada 89160-1320

NEW HAMPSHIRE

Northern New England Carpenters Pension Fund
490 Valley St., P.O. Box 970
Manchester, New Hampshire 03105

NEW JERSEY

New Jersey Carp. Pension Fund
130 Mountain Avenue
Springfield, New Jersey 07081

EC Carpenters Pension Fund
76 South Orange Avenue
South Orange, New Jersey 07079

Carpenters & Millwrights Local 31 Pension Fund
31 Airpark Road, CN62
Princeton, New Jersey 08540

Carpenters Resilient Flooring Local 2212
Pension & Welfare Fund
1503 Stuyvesant Avenue
Union, New Jersey 07083

Carpenters Specialty & Shopmen
Severance & Pension Fund
2424 Morris Avenue
Union, New Jersey 07083

NEW MEXICO

New Mexico District Council of
Carpenters Pension Trust Fund
1200 San Pedro N.E., Box 11399
Albuquerque, New Mexico 87192

NEW YORK

Hudson Valley District Council of
Carpenters Pension Fund
632 Route 9W
Newburgh, New York 12550

Nassau County Carpenters Pension Fund
1065 Old Country Road
Westbury, New York 11590

New York City District Council of
Carpenters Pension Fund
204-8 East 23rd Street
New York, New York 10010

Suffolk County Carpenters Pension and
Fringe Benefit Funds
Carpenters Building, Route 112
Medford, New York 11763-9990

Westchester County New York Carpenters
Pension Fund
10 Saw Mill River Road
Hawthorne, New York 10532

Carpenters L.U. 964 Pension Fund
130 North Main Street
New City, New York 10956

VIRGINIA

North Carolina Carpenters Pension Fund
P. O. Box 13487
Roanoke, Virginia 24034

NORTH DAKOTA

Bismarck & Mandan Health & Welfare
Trust Fund
4410 13th Avenue, S.W.
Fargo, North Dakota 58121

OHIO

Ohio Carpenters Pension Fund
3611 Chester Avenue
Cleveland, Ohio 44114

Cleveland & Vicinity Carpenters District
Council Hospital Fund
3611 Chester Avenue
Cleveland, Ohio 44114

Miami Valley Carpenters District Council
Pension Fund
201 Riverside Drive, Suite 3A
Dayton, Ohio 45405

Ohio Valley Carpenters District Council
Pension Fund
200 Central Trust Bldg., 309 Vine
Cincinnati, Ohio 45202

Construction Industry Health & Welfare
Trust
Delta Lane & Old Rte. 52, P.O. Box 1014
South Point, Ohio 45680

OREGON

Oregon-Washington Carpenters Employers
Pension Trust Fund
3220 S.W. First Avenue
Portland, Oregon 97201

PENNSYLVANIA

Carpenters Pension Fund & Medical Plan
of W. Pa.
495 Mansfield Avenue, First Floor
Pittsburgh, Pennsylvania 15205

Carpenters L.U. 261 Annuity Fund
431 Wyoming Avenue
Scranton, Pennsylvania 18503

RHODE ISLAND

Rhode Island Carpenters Pension Fund
14 Jefferson Park Road
Warwick, Rhode Island 02888

TENNESSEE

Carpenters Local 109 Pension Fund
907 Two Mile Pike
Goodlettsville, Tennessee 37072

Middle Tenn. District Council of
Carpenters Pension Fund
907 Two Mile Pkwy., Bldg. C
Goodlettsville, Tennessee 37072

Tri-State Carpenters DC of Chattanooga,
Tenn., Pension Trust Fund
P. O. Box 11509
Chattanooga, Tennessee 37401

Carpenters Local Union 345 Pension Plan
750 Adams Street
Memphis, Tennessee 38105

TEXAS

Texas Carpenters Pension Fund
6162 E. Mockingbird Lane, #207
Dallas, Texas 75214

Houston DC Carpenters Pension Health &
Welfare Plan
7151 Office City Dr., Suite 101
Houston, Texas 77087

UTAH

Utah Carpenters & Cement Masons
Pension Fund
3785 South 7th East
Salt Lake City, Utah 84106

VERMONT

See New Hampshire

VIRGINIA

Southwest Virginia Trust Fund
P. O. Box 13487
Roanoke, Virginia 24034

WASHINGTON

Carpenters Retirement Trust of Western
Washington
P. O. Box 1929
Seattle, Washington 98111

Millmens Retirement Trust of Washington
2512 Second Avenue, Room 206
Seattle, Washington 98121

Wash-Idaho-Montana Carpenters
Employment Retirement Trust
E. 123 Indiana, P.O. Box 5434
Spokane, Washington 99205

Tacoma Millmen Pension Trust Fund
P. O. Box 1894
Tacoma, Washington 98401

WEST VIRGINIA

Chemical Valley Pension Fund of West
Virginia
401 Eleventh Street
Huntington, West Virginia 25701

Carpenters Health Fund of West Virginia
401 Eleventh Street
Huntington, West Virginia 25701

WISCONSIN

Wisconsin State Carpenters Pension Fund
P. O. Box 4002
Eau Claire, Wisconsin 54702

Bldg. Trades United Pension Trust Fund-
Milw. & Vicinity
500 Elm Grove Road
Elm Grove, Wisconsin 53122

Racine Construction Industry Pension
Fund
1824 Sycamore Avenue
Racine, Wisconsin 53406

WYOMING

Wyoming Carpenters Pension Fund
200 Consolidated Royalty Bldg.
Casper, Wyoming 82601

Blueprint for Cure

Recent Blueprint for Cure contri-
butions total \$5,588.54:

In memory of Leon W. Greene from
Santa Clara Valley DC

In memory of Leon W. Greene from
Norman D. Neilan

In memory of Carol J. Lane from
Local 44

Local 964, New City N.Y.

Local 1305, Fall River Mass

Local 1338, Charlottetown P.E.I.

Local 1607, Los Angeles Calif.

Local 1693, Chicago Illinois

Diane Baumlér

Joseph L. Becker Jr.

David Braunstein

Patrick J. Donnelly

Brigid Fahy

Thomas Flurry

A. Frangella

Adeline Grimme

Leonard Grimme

Ellen G. Hogan

Robert E. Hayes

Arthur J. Hopkins

George Judt

Michael J. Keenan

Jessica Krulfeifer

Francis Lamph

Mark A. Maloney

Richard J. Maragni

Thomas C. Ober

Fred Petric

Ben Safir

August Saks Jr.

Mary Suleski

Edith R. Taussig

Labor News Roundup

Looking for the union label . . . in China

One question was paramount among Chinese children in Peking questioning a small group of visiting athletes from the United States. Looking at the American tennis racquets, the Chinese youngsters pointed to the union label and asked, "What's that . . . the name of the man who made it?" A perfect opening for a discussion of American trade unionism.

AFL-CIO delegation denied visas to meet Solidarnosc leader

AFL-CIO President Lane Kirkland was denied entry to Poland to meet with Solidarnosc Chairman Lech Walesa after Kirkland refused the Polish government's condition that he also meet with official state unions.

The denial came in the final days of the Polish government's six-month amnesty against the independent trade union and its leaders. During the amnesty, hundreds of political prisoners were released while the union reformed some 20 regional committees.

However, harassment of Solidarnosc activists continued, and reports indicate the government intends to step up efforts against the union at the end of the amnesty period.

Kirkland said that the Polish authorities had informed the delegates that the condition for visas would be to meet with the official trade unions created by General Jaruzelski's government after it banned the independent trade union Solidarnosc.

"As a matter of principle, we refused to do so," Kirkland said. "We will not be coerced by any government into meeting with company unions. We reject the assertion of the Polish government that Solidarnosc does not exist and that the new unions speak for Poland's workers."

Sales of manufactured homes up

Almost one-third of all new single-family homes sold in America in 1985 were manufactured homes, according to the Manufactured Housing Institute. The association says that deliveries of manufactured homes in the Northeast during the first six months of 1986 were up 10% over 1985. The East North Central region saw a 3.8% rise.

Firms returning to manufacturing in the United States

Some firms are returning plants to the U.S. after problems abroad offset cheap labor costs. Industries ranging from high technology to sporting goods are taking another look at manufacturing in the U.S. Some economists and consultants say the trickle of companies now choosing U.S. manufacturing will turn into a steady stream in a few years as companies wake up to the hidden costs of offshore production.

Lionel Trains moved its manufacturing to Mexico, thinking it was a no-lose proposition—55¢ an hour wages. Quality, supply, labor, and communications created a situation where the company couldn't fill two-thirds of its orders and returned production to its home in Michigan.

Robert Burrows, president of Rawlings Sporting Goods Co. of St. Louis, Mo., thought offshore production would be cheaper. But such expenses as inventory, customs, and transportation costs, he says, create "a lot of pitfalls," sometimes enough to offset the savings.

Arrow Co. was importing about 15% of its dress shirts from the Far East. Now, the West Point-Pepperell Inc. subsidiary is importing only 5% to 10% and expects soon to halt imports completely. KBX Corp. is considering again making in the U.S. a stereo recording device that it has imported from Japan since 1980. Micro Technology Inc., makers of semiconductor chips, returned its assembly operation to Boise, Ida., from the Philippines and South Korea. The percentages of usable chips out of total production has risen 15% to 20%.

UBC's health and safety director reappointed to OSHA advisory committee

Five employee representatives were reappointed to the Occupational Safety and Health Administration's Advisory Committee on Construction Safety and Health for terms ending June 30, 1988. Those reappointed include Joe Adam, Plumbers and Pipefitters; Joseph Durst, UBC; George E. Smith, Electrical Workers; Jim E. Lapping, AFL-CIO Building and Construction Trades Department; and Robert E. P. Cooney, formerly with the Ironworkers and now a safety and health consultant in Cleveland, Ohio.

Editor's Note: An item on our Labor News Roundup page in the November 1986 issue of Carpenter contained inaccurate information concerning IBM Corp. plans to reduce its workforce. According to the director of information at IBM headquarters, "IBM has not laid off any workers, nor do we plan to."

George Meany MDA Fellow discovers muscular dystrophy gene

A Muscular Dystrophy Association supported research team has discovered the hereditary unit, or gene, which, when defective, causes Duchenne muscular dystrophy—the most severe form of the disease. MDA grantee Louis M. Kunkel, Ph.D., who led the Boston Children's Hospital research team that discovered the gene, is a former recipient of MDA's prestigious George Meany Postdoctoral Fellowship.

Dr. Kunkel's efforts to isolate the Duchenne gene commenced in 1981, when he was awarded the special two-year fellowship named in honor of Meany, the founding president of the AFL-CIO and an MDA corporate member from 1967 until his death in 1980.

"It's like George is still watching over us, doing everything he can to help," said MDA National Chairman Jerry Lewis. "Twenty years ago he told me that MDA would 'find the American trade union movement right at your side, helping in every way we can.' And that it has."

Labor Department newsletter to focus on cooperation

A new bimonthly newsletter from the U.S. Department of Labor highlights some of the issues and trends emerging from a changing labor relations climate in the United States and focuses on many of the creative programs and policies that foster cooperation between labor and management in the American workplace.

Labor Relations Today, published by the department's Bureau of Labor-Management Relations and Cooperative Programs, seeks to encourage a less adversarial, more harmonious climate that will result in greater productivity, improved competitiveness, and a better quality of life for workers on the job.

"There will always be situations where labor and management will need to bargain over issues; what we are seeking to highlight are those areas where labor and management can share ideas and communicate for the good of all parties," said Stephen I. Schlossberg, deputy under secretary of labor for labor-management relations.

The newsletter supplements an array of informational materials available from the bureau. For a copy of the newsletter or a catalog of publications, write: Editor, *Labor Relations Today*, Bureau of Labor-Management Relations and Cooperative Programs, U.S. Department of Labor, Room N5419, 200 Constitution Ave. N.W., Washington, D.C. 20210. Those requesting these materials will be placed on the bureau's mailing list to receive future issues of *Labor Relations Today*.

Dramatic, Turbulent History of Pile Drivers Told in New Book

The turbulent history of union pile drivers from ancient times to the present day is described in words and pictures in a new book, *Pilebutt*, by Michael S. Munoz, a member of UBC Local 34, San Francisco, Calif. It's easy reading, and we recommend it to all "pilebutts" and "piledoes" (a term which is sometimes applied to women pile drivers) in the United Brotherhood.

Munoz's book is the result of 10 years of research into his craft. It all started back in 1977 when Munoz was injured while working at Pier 39 in San Francisco.

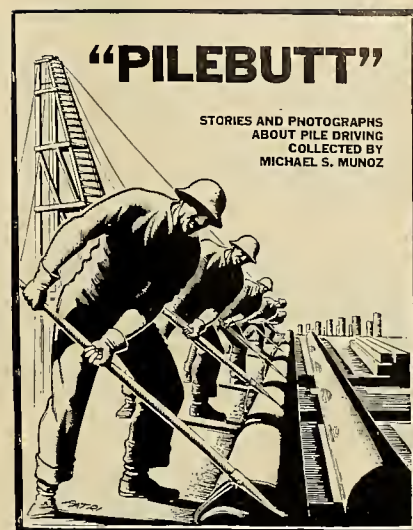
"With free time on my hands, Local 34 President Gary Bakke appointed me as an unofficial historian," recalls Munoz. "I searched the union hall for old files and any artifacts I could find. While reading the minute books of past meetings and looking at pictures in the hall, I came to understand that I was a product of generations of working men."

"Pilebutts who had taught me my

trade gained my respect. In turn, they had been taught by men they respected. This process has gone on for generations."

Munoz's interest in the history of his trade took him to many libraries and many historic files. He has assembled 48 pages of text and 40 historic pictures describing the work of pile drivers in many parts of North America, with special emphasis on West Coast Pile Drivers, his fellow members.

Munoz describes in detail how Pile Drivers became Carpenters during the period of 1910-1920, when Samuel Gompers of the American Federation of Labor and William Hutcheson of the United Brotherhood were playing leading roles in the American labor movement. Early pioneers of the UBC on the West Coast docks are described—Don Cameron, who fought the employers' antiunion "American Plan" and later played a major role in organizing the lumber and sawmill workers of



Northern California, and Jack Wagner, a leader of dock builders in the San Francisco Bay area for more than a half century.

Pilebutt sells for only \$6.50 (check or money order). Order from Pilebutt Press, 14628 Elm Street, San Leandro, CA 94579. Be sure to include your full name and address (printed legibly) for mailing.

UBC

SINCE THE MAYFLOWER

Bay State Carpenters' Story Published by Temple University

The history of the Carpenters in Massachusetts goes back to America's beginnings. Most of the men aboard the *Mayflower* with the first colonists to Plymouth were carpenters, we are told. It was Boston caulkers and carpenters who dumped the British tea into Boston harbor at the famous tea party.

Mark Erlich, a member of Carpenters Local 40, Boston, Mass., for the past 16 years who teaches and write about labor history and current labor issues, has picked up the story of Massachusetts carpenters from the early days and described their evolving history over two centuries, with particular emphasis on the growth of the United Brotherhood in the state since the union's founding in 1881.

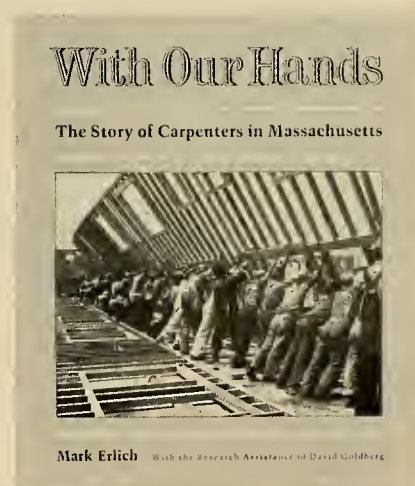
Mark Erlich authored a special eight-page supplement to the March 1982, *Carpenter*, entitled, "Peter J. McGuire, The Story of a Remarkable Trade Unionist." He began work on the Massachusetts state history about the time the UBC marked its centennial in 1981. At that time, the Brotherhood urged state councils to initiate histories of the

Brotherhood in each state. Many excellent histories were produced, and they are now residing in hundreds of local and state libraries and in the archives of the General Offices in Washington, D.C. Erlich's book, which runs 239 pages and contains 115 photographs, is one of the most definitive of these.

The manuscript came to the attention of the Temple University Press in Philadelphia, Pa., which published the volume recently.

Entitled *With Our Hands, The Story of Carpenters in Massachusetts*, the book has been praised by scholars and public officials alike. Early this year, the Massachusetts State Council and the Boston District Council plan to hold a book party to present *With Our Hands* to the membership and to the general public.

Through the efforts of Erlich, the book is being offered to union members at a fraction of the publisher's retail price of \$29.95. The reduced price for union members is \$9.00 plus \$1.55 for shipping and handling, for a total of



\$10.55. (Massachusetts residents have to add 5% sales tax or 45¢, so that the total price for Massachusetts union members is \$11.00.) Make checks payable to Carpenters History Project; send your order to: Carpenters History Project, 92 Green Street, Jamaica Plain, MA 02130. Please print your name and address clearly and allow six to eight weeks for delivery.

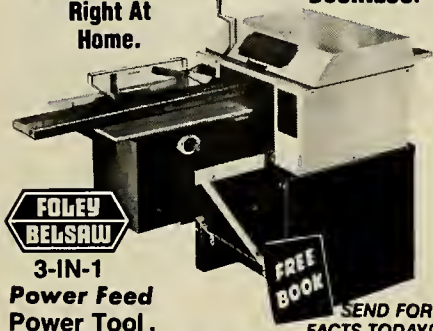
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LEGISLATIVE UPDATE

Gains and Losses for Metal Trades

The AFL-CIO Metal Trades Department, with which the United Brotherhood is affiliated, recently tallied up its legislative gains and losses in the 99th Congress, which adjourned last year, and considered what has to be done by the 100th Congress, now in session.

Basically, the Metal Trades are pushing policies to help preserve shipbuilding jobs, strengthen the nation's industrial and defense base, and protect the safety and health of members of Metal Trades craft affiliates.

Metal Trades unions have been equally aggressive in opposing Reagan Administration policies that would encourage the construction and reconstruction of ships in foreign shipyards; the "contracting out" of service functions by federal agencies; the crippling of the Davis-Bacon and Service Contract Acts; and efforts to further erode worker health and safety protections.

In all of these MTD legislative struggles in 1985 and 1986, the new MTD Grass-Roots Legislative Action Program has played an important role. Many members of affiliated international unions have participated in the program, sending to their Representatives and Senators special communications on key legislation—timed to achieve the maximum possible impact on the outcome of votes.

Metal Trades victories included:

- The 600-ship Navy construction program was maintained, although at a slower pace because of Defense budget restraints;
- New awareness of the importance of maintaining a strong U.S. defense industrial base and a more fair trade policy was indicated by a number of measures approved in the House—a comprehensive foreign trade bill to help U.S. workers and industries compete with foreign-subsidized imports and a number of "Buy American" amendments to other legislation to help preserve manufacturing jobs;
- Enactment of a cargo preference amendment to the 1985 farm bill, raising the amounts of government-owned farm commodities shipped in U.S.-flag vessels from 50% to 75% over three years;
- Enactment of legislation to restore adequate operating funds for Coast Guard operations, including construction of vessels;
- Blocking of Reagan administration efforts to again authorize construction of vessels for Jones Act domestic trades in foreign shipyards;
- Blocking of administration's plan to export Alaskan oil to Japan, which would endanger U.S. tanker fleet so essential to our national security;
- Enactment of major water resources and port development legislation to deepen channels for ocean-going vessels;

- Again blocked legislation to re-flag foreign-built cruise ships, while passing a bill to declare a two-year moratorium on such re-flagging to permit U.S. cruise ships to be built in U.S. shipyards;
- Enactment of legislation to authorize and provide funding to NASA to continue efforts for construction of the manned Space Station.

Other legislation with which MTD was concerned met a variety of session-ending conclusions:

- Efforts to pass a commercial vessel "build and charter" program to build military useful ships in U.S. shipyards was defeated by opposition from the Reagan administration and the Senate Armed Service Committee;
- A comprehensive national shipbuilding program to rebuild the U.S. Merchant Marine with new construction of U.S.-flag vessels did not emerge in the 99th Congress;
- The Title XI government mortgage loan guarantee program of the Maritime Administration was further weakened;
- Final action on major occupational safety and health legislation was not taken prior to adjournment.

Other actions dealt with Reagan administration procurement, personnel, and defense policies. President Reagan, Defense Secretary Casper Weinberger, and Navy Secretary John Lehman were formally advised by President Paul Burnsky of MTD about concerns over the erosion of the U.S. shipbuilding industrial base and its threat to our national security; of MTD opposition to administration "contracting out" practices, job reduction at Naval shipyards and "low-ball" bidding practices by nonunion shipyards.

Support for CLIC



The District Council of Baltimore, Md., and Vicinity recently collected \$8,596.23 for the Carpenters Legislative Improvement Committee, the political action arm of the UBC. William Halbert, right, district council secretary, presented a check for that amount to General Treasurer and Legislative Director Wayne Pierce.

LOCAL UNION NEWS

Local 475 Puts United Brotherhood on Parade in Massachusetts



Local 475's playhouse float won first prize in the Marlborough Labor Day Parade, part of the Marlborough Labor Day Festival which drew 80,000 people to the town.



Some 700 strong, red-shirted members of Local 475 carry the day for labor in the Marlborough, Mass., Labor Day Parade.

When the central Massachusetts city of Marlborough staged its 34th annual Labor Day parade, only one labor union was represented: the United Brotherhood of Carpenter and Joiners of America. Local 475, Ashland, Mass., carried labor's standard, surrounded by marching bands, antique cars, pom-pom girls, and politicians.

Business Agent Marty Ploof reported "We have 100% employment. Things are really looking up for us."

In conjunction with the parade, Local 475 apprentices constructed a child's playhouse which won first prize as the Best Designed Float. Publicly raffled, it raised \$5,575 for New England KIDS Missing Children Fund.

Illinois Double-Breasted Job Picketed



Jack DeBoer of Wichita, Kans., is building a "residence inn," a new concept in motels with fireplaces, kitchens, and home-like accommodations, near Elmhurst, Ill., and similar units in other parts of the United States. General Contractor on the northeast Illinois construction project is J.S. Alberici of Denver, Colo., a company signatory to an international agreement with the UBC and working union in many parts of the West and Midwest but working nonunion in northeast Illinois. A nonunion subcontractor, Dorssey and Son, also of Colorado, has the rough carpentry contract. In protest, members of Local 558 have been picketing the job site for three months.

Schoolmates United



Edgerton School in Edgerton, Mo., has been kind to the UBC, grooming three schoolmates for financial secretaries' positions with UBC locals in the area. Mildred Lober, center, financial secretary with Local 110, St. Joseph, Mo., invited her schoolmates Charlie Wilson, left, Local 1904, Kansas City, Mo., financial secretary and Howard Johnson, right, Local 61, Kansas City, Mo., financial secretary to a recognition dinner.

Contractor Bolin's Safety Sweepstakes

Lee Bolin and Associates, one of Southern California's leading framing contractors, launched last July a comprehensive "Safety Sweepstakes" to remind employed members of Local 1913, Van Nuys, Calif., and others that safety is a major company concern.

The contest involved workers at all of Bolin's construction sites, and prizes included a 4x4 pickup truck, Club Med vacations, and 100 other prizes. To qualify for a prize, a field employee had to stay violation-free and accident-free for 30 to 90 days.

The first phase of this year-long safety campaign was completed November 15 when

the company hosted a picnic for its 2,500 employees at Griffith Park, Los Angeles, Calif., where prizes were awarded. An awards banquet was held last month.

The sweepstakes idea proved to be a success. Almost every construction employee proved eligible for prizes, the company reported.

Lee Bolin and Associates hopes to post one of the best safety records in the industry. It has produced safety manuals, created safety programs, given bonuses, and established labor-management safety committees to reduce accidents.

Local 63 Builds Award-Winning Float



This prize-winning float, constructed by Local 63, Bloomington, Ill., took second place in the town's Labor Day Parade. The theme of the parade was "Liberty and Justice for All," honoring the Statue of Liberty and the Haymarket centennial. The Carpenters entitled their float "Building the American Dream."

Local 63 also hosted the annual Labor Day picnic, serving 1500 people on the local's grounds beneath a new pavilion built last spring with donated labor. And to finish the day, the Carpenters' team came in second in the Labor Day Softball Tournament.

UBC-VISA Correction

The United Brotherhood has just received word that the bank administering the UBC-VISA program mistakenly inserted the wrong informational insert in billing statements sent to UBC-VISA cardholders in January 1987. That insert listed charitable beneficiaries funded under a separate, non-UBC program by holders of a "Working Assets VISA" card. The information in that insert does not apply to UBC-VISA cardholders.

The donations generated by UBC-VISA cardholders have always been limited solely to a charitable recipient designated by the UBC. Currently, and since the beginning of the program, the UBC's designated charity is the Diabetes Research Institute ("Blueprint for Cure"). In 1986, approximately \$15,000 was raised in this UBC-VISA credit card program.

We have asked that the bank include a corrective notation in future statements. All UBC-VISA cards (which have 4131-498 as the first seven numbers) are generating donations solely for the UBC designated charity and not for other, separate Working Assets charitable programs.

Carpenter Steers Union Team to Victory

Rod Spencer, a Carpenter in Local 316, San Jose, Calif. and John Neece, a member of Ironworkers Local 377, San Francisco, Calif., and executive secretary of the Santa Clara and San Benito Counties Building and Construction Trades Council, have shown race fans that they are something to be reckoned with. They have won three out of five trophy dash starts, numerous heat race wins, final heat wins, and have won or been in the top three finishers in the main event. They currently are running fourth in NAS-CAR points and if they continue with their hot streak, they may move into points lead, a remarkable accomplishment since this is only their second year in modified sprint cars.

Neece, the car owner, says "without Budweiser (their major sponsor), K & C Drywall and Ceilings, Mimco Construction, Quaker State, and the unions in the local area, it would be impossible for us to have our current win record." Spencer, the driver, comes from a family of union carpenters. His father Gerald has been a union carpenter all of his adult life and has joined Spencer as have Spencer's brothers, Brad and Jerry, in car and motorcycle racing. The car is very well accepted with union members and the public at large and shows the union movement in a very positive light.

Spencer and Neece also have a race-ready sprint car that they are hoping to put on the track this year for the World of Outlaw Tour in California. The pit crew is made up of Bricklayers, Machinists, Carpenters, and a Plumber, illustrating how well the construction unions can work together.



Local 316 Member Ron Spencer driving John Neece's Budweiser and union-backed modified sprint car.



Ironworker John Neece, left, and Carpenter Ron Spencer pose with trophy.

Here's a tip . . . a Tax Tip.

If you have at least one dependent child living with you and your income is less than \$11,000 a year, you may qualify for the Earned Income Credit and receive money back from the IRS. Publication 596 can tell you how. Call 1-800-424-FORM (3676) or the IRS Tax Forms number in your phone book to get a copy.



WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SEABEE TRAINEE

William R. Woods II, son of Local 60 Member William R. Woods, Indianapolis, Ind., has graduated from the Great Lakes Naval Training Center in Illinois, and is now in carpentry training with the Navy Seabees. Woods is following a long family tradition; his grandfather Hardin C. Woods is a recently retired 39-year member of the UBC; and his great grandfather, William R. Woods, was also a member of Local 60.



NASSAU SCHOLARS

Nassau County District Council recently announced the winners of the Albert Lamberti Scholarship Award for 1986: Laura Scholz and Brenda Doscher. Both winners will receive a \$2000 scholarship. Scholz is the daughter of Edward Scholz, a member of Local 1921, Hempstead, N.Y. Doscher's father, Herbert, is also a member of Local 1921.



Scholar winner Brenda Doscher, second from left, with Business Manager Hartigan, President Fuchs, and Brenda's mother, brother, and father.

SYDNEY SCHOLARS

Local 1588, Sydney, N.S., recently made its annual scholarship presentation. Receiving scholarships were, from left, Colin Campbell, son of John A. Campbell; Marilyn Long, daughter of Russell Long; Patricia Hardy, daughter of John Hardy; and Edward MacIver, son of Angus MacIver.



UNITED WAY LEADER

Virgil Heckathorn, Kansas City District Council, Kansas City, Mo., secretary was recently honored by Heart of America United Way for his six years of service as chairman of the Community Services Committee. Heart of America United Way President John Greenwood was on hand for the presentation of a plaque to Heckathorn in appreciation of his contribution.

NAVAL GRADUATE



Jeffrey L. Hornberger, the son of Jack Hornberger of Local 174, Joliet, Ill., has been commissioned an ensign in the U.S. Navy following his graduation from the U.S. Naval Academy at Annapolis, Md.

Hornberger has been assigned to a three-month tour as a sailing instructor at the Academy before reporting to the U.S.S. Mount Whitney out of Norfolk, Va. He is the third Hornberger son to go on active duty with the Navy.

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APPRENTICESHIP & TRAINING

1987 Conference In California

The 1987 Carpentry Training Conference has been scheduled for May 4-7, 1987, at the Oxnard Hilton Inn, Oxnard, Calif. The conference will begin at 9 a.m., Tuesday, May 5, and it is suggested that conference attendees arrive in Oxnard on Monday, May 4. Under present plans, the conference will conclude at 4 p.m., Thursday, May 7, according to an announcement by First General Vice President Sigurd Lucassen of the United Brotherhood and Arthur Ledford of the Associated General Contractors, co-chairmen of the International Joint Carpentry Apprenticeship Committee.

A block of rooms has been secured at the conference hotel at a special rate, and training representatives attending the conference are advised to tell the hotel that they are attending the conference. Reservation instructions are contained in a memorandum issued January 9 by the UBC General Office.

Any attendees wishing to suggest topics for discussion at the conference are advised to submit them to Vice President Lucassen at the General Offices, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Washington Asbestos Certification Awarded



A class resulting in Washington State certification for the handling and removal of asbestos materials was recently completed by 16 members of Local 1849, Pasco, Wash. The class was under the auspices of the Eastern Washington-Northern Idaho Carpenters-Employers Journeyman and Apprenticeship and Training Trust. The members receiving licensing, front row, from left, are Don Verhei, apprenticeship coordinator; Jerry Higgins; Darrell Higgins; Marna Rhoades; Ketsy Sanders; and Dal Long, Local 1849 business representative. Second row, from left, are Pat Lawrence, Marion Bouta, LaVon Walker, James Vickerman, and David Sanders. Third row, from left, are Alex Tuttle, Don Kincaid, Dean Bolt, Lyle Moffatt, Herb Bender, and Larry Lenhart.

Pittsburgh Millwright Grads



The graduating apprentice class of Millwrights Local 2235, Pittsburgh, Pa., and members of the JAC are pictured at right. Seated, from left, are Ed Kavanagh, recording secretary; Ray Mitchell, business manager; George Walsh, Second District board member; Howard Pfeifer, JAC; and L. Paul O'Donnell, president. Middle row, from left, are Richard Stone Jr., graduating apprentice; Tom Mullen, treasurer; Bob George, JAC; Deborah Surcin, graduating apprentice; and Bill Trauterman, JAC. Back row, from left, are Roger Sutton and Peter Milan, graduating apprentices; James Kempton, vice president; Greg Kozak, graduating apprentice; and Ed Panza, conductor.

Greg Kozak received a \$100 savings bond for high scholastic honors, and Kozak and Richard Stone received 12" precision levels with cases for perfect attendance.

Instructor Retires With Class



Surrounded by the apprentices who made up his last class, Carpenter Instructor George Sakaguchi celebrated his retirement from the Carpenters 46 Northern California Counties, District Office 5, covering the five local unions in Santa Clara Valley. George, a member of Carpenters Local 316, San Jose, Calif., for 33 years, has taught in the apprenticeship program since 1978, and pioneered the daytime instruction program in his area. Pictured, front row, from left, are John Curci, Mark Jordon, Steve Piziali, and David Rienecker, with, standing center, George Sakaguchi. Middle row, from left, are Mark Hinz, Russell Hajik, Steve Hermosillo, Phillip Hayes Jr., and Sam Lippert. Top row, from left, are David Beausoleil, David Elwood, Neil Corbella, and Robert Baldini.



Graduates of the Western Pennsylvania Joint Apprentice Committee assembled after certificate presentations.

New Journeymen Honored in Western Pennsylvania

The 1986 graduating apprentice class of the Carpenters District Council of Western Pennsylvania Joint Apprentice Committee recently gathered at the William Penn Hotel in Pittsburgh, Pa., to be presented journeyman certificates. Graduates honored are as follows: Frank Anania, Local 142, Pittsburgh, Pa.; Robert Armstrong, Local 541, Washington, Pa.; William Arndt, Local 211, Pittsburgh, Pa.; Larry Broeren, Pittsburgh, Pa.; Cory Bruce, Local 422, New Brighton, Pa.; Ronnie Burney, Local 422, New Brighton, Pa.; John Burton, Local 165, Pittsburgh, Pa.; Joseph Cipriani, Local 422, Pittsburgh, Pa.; Karl Cook, Local 142, Pittsburgh, Pa.; Richard Crampton, Local 211, Pittsburgh, Pa.; Richard Creighan, Local 142, Pittsburgh, Pa.; Joseph Dickerson, Local 142,

Pittsburgh, Pa.; Alex Dixon, L.U. 211, Pittsburgh, Pa.; Kenneth Faux, Local 142, Pittsburgh, Pa.; Daniel Gaston, Local 165, Pittsburgh, Pa.; Jerome Grady, Local 33-L, Pittsburgh, Pa.; Dereck Hall, Local 165, Pittsburgh, Pa.; Robert Hvizdos, Local 333, New Kensington, Pa.; Jay Johnson, Local 230, Pittsburgh, Pa.; Robert Kinderman, Local 142, Pittsburgh, Pa.; John King, Local 165, Pittsburgh, Pa.; Cynthia Kurek, Local 142, Pittsburgh, Pa.; Kenneth Kushik, Local 211, Pittsburgh, Pa.; Jeffrey Landau, Local 211, Pittsburgh, Pa.; Craig Leonard, Local 142, Pittsburgh, Pa.; John Lukacena, Local 230, Pittsburgh, Pa.; Linda Lachimia, Local 230, Pittsburgh, Pa.; Fred Matt, Local 333, New Kensington, Pa.; Mark Miller, Local 211, Pittsburgh, Pa.; Joseph Odorisio, Local 142,

Pittsburgh, Pa.; Francis Rebel, Local 142, Pittsburgh, Pa.; John Ross, Local 422, New Brighton, Pa.; Gary Saltsman, Local 165, Pittsburgh, Pa.; Patricia Selby, Local 422, New Brighton, Pa.; Michael Senko, Local 211, Pittsburgh, Pa.; Kevin Shirley, Local 462, Greensburg, Pa.; Fred Siciliano, Local 165, Pittsburgh, Pa.; William Stehle, Local 33-L, Pittsburgh, Pa.; Steven Stubenbort, Local 230, Pittsburgh, Pa.; Keith Szalaniewicz, Local 333, New Kensington, Pa.; Wayne Thomas, Local 142, Pittsburgh, Pa.; Gerald Tortella, Local 142, Pittsburgh, Pa.; Daniel Tracey, Local 462, Greensburg, Pa.; John Vavro, Local 230, Pittsburgh, Pa.; Matt Vular, Local 422, New Brighton, Pa.; and Michael Zervos, Local 142, Pittsburgh, Pa.

Pre-Apprenticeship Registry Guidelines

One of the topics discussed at the 1986 UBC apprenticeship training conference in Boston, Mass., was the growing desire of many training programs to require pre-apprenticeship work experience before entry into formal apprenticeship training.

The panel leading the conference discussion on this topic offered the following guidelines for setting up a pre-apprenticeship registry so that candidates for training can gain such experience:

1. The status of membership for pre-apprentices shall be described in the local bargaining agreement.
2. The term of pre-apprenticeship shall be stated in the bargaining agreement, and it should not exceed one year.
3. The percent of journeyman scale shall be stated in the collective bargaining agreement and in the standards of the program sponsor.
4. There shall be a structured, related training program for the pre-apprentices which will provide for them the defined basic skills and knowledges they must acquire so that they may enter the apprenticeship program.
5. All entrants to apprenticeship shall serve a pre-apprenticeship term, and all entrants into apprenticeship shall meet all of the basic

Alberta Apprentice Contestants



The Northern Alberta Carpentry Apprenticeship Competition Committee, made up equally of members from Local 1325, Edmonton, Alta., and the Edmonton Construction Association, recently hosted the Alberta Provincial Carpenter Apprenticeship Contest for apprentices from all over the province.

The winner was Local 1325's Robert Kristensen, pictured above far right. He was presented with the Wes Stanton Apprenticeship Award of Excellence by Gordon McPherson, Secretary of the Northern Committee. The contest runner-up was Jack Kramer, Local 846, Lethbridge, Alta., pictured above, far left. These two top contestants represented Alberta at the Canadian Carpentry Apprenticeship Contest in Vancouver, B.C.

Other contestants, pictured above, second from left, are Ronny Schatull, Local 1325; Brian Carlson, Local 1325, Harold Van De Kuilen, Local 21032, Calgary, Alta.; and Gerald Bengert, Local 1569, Medicine Hat, Alta.

competencies and skills and knowledges required of the pre-apprentice for completion.

6. Pre-apprentices shall be registered with the registering agency, as are apprentices, and the process of their training monitored

by the registering agency.

The pre-apprenticeship status shall be part of the apprenticeship training standards for those programs incorporating pre-apprenticeship into their training structure.

PORTABLE LADDERS

Falls from portable ladders are a major source of serious injury.

Being aware of possible hazards and taking precautions can prevent you from falling.

Examine a ladder for defects such as broken, loose, or missing rungs, or damaged side rails.

Do not use a painted wooden ladder as the paint hides defects.

Reject a ladder with defects and have the ladder repaired or disposed of.

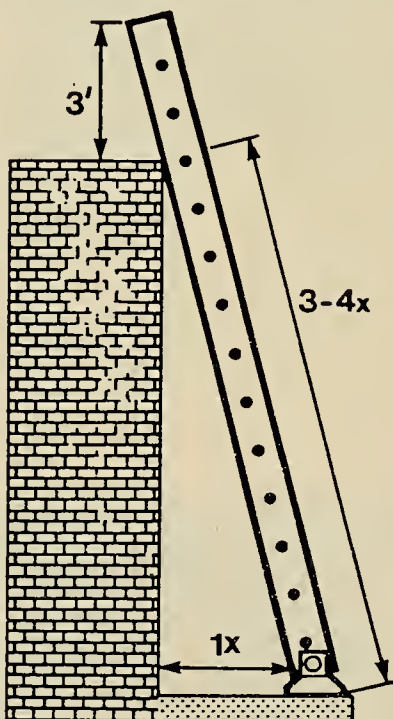
CHECK-LIST

DO:

- USE the right ladder.
- TAG and REMOVE a defective ladder.
- GET help when handling a heavy or long ladder.
- INSPECT the ladder before and after use.
- KEEP the ladder away from electrical circuits.
- SET up barricades or warnings around the ladder in doorways and passageways where there is a danger of the ladder being struck.
- CLEAN muddy or slippery boot soles before mounting the ladder.
- MAKE SURE that only one person is on a ladder at a time.
- FACE the ladder when ascending or descending.
- TIE OFF the ladder at the top and bottom as required.
- KEEP the center of your body within the side rails.

DO NOT:

- DO NOT carry objects in your hands. Hoist materials or attach tools to a belt.
- DO NOT stand higher than the third rung from the top.
- DO NOT use makeshift items such as a chair, barrel, or box as a substitute for a ladder.



Place the ladder with the feet $\frac{1}{4}$ to $\frac{1}{3}$ of its working length away from the base of the structure.

Extend the ladder 3' (.9m) above the landing, if used for access to a platform.

Locate the ladder on a firm footing using slip-resistant feet or secure blocking, or have someone hold the ladder.

Rest both side rails on the top support, with the top secured to prevent slipping.

New Ladder Safety Standard Proposed

Ladders can be dangerous. OSHA estimates that about 21,000 ladder accidents occur in construction each year, about half resulting in lost workdays. They also estimate that about 35 people die each year in construction ladder accidents. The hazards of ladders include: metal ladders in contact with energized electrical wires causing electrocution, improperly secured ladders falling, job-built ladders being overloaded and collapsing, and defective rungs or rails breaking.

Currently ladder safety is covered in the OSHA construction standards in subpart L (section 1926.450). OSHA is now proposing revision in the standard and creating a new subpart X for ladders and stairways. The proposed ladder standard (new section 1926.1053) primarily updates the OSHA standards by making reference to or incorporating the most recent versions of the ladder safety standards put together by the American National Standards Institute. It also adds a new training requirement.

Ladders, under the proposal, will be required to be built to safely support their intended loads. This requirement has become more "performance-oriented" to give the employer more flexibility to comply. The ladders must be set up with sufficient clearance and with the proper inclination. They have to be secured against displacement and on stable level surfaces. Ladders cannot be moved or extended while occupied. They must be visually inspected for defects before each use and tagged or withdrawn from service until repaired if defective. Employees using ladders must be trained and retrained on fall hazards, fall protection, proper ladder construction and use, load capacities, and the OSHA standards. Job-built ladders must meet the same specifications as manufactured ones.

Comments on the proposal are due February 23, 1987. Copies are available from the UBC Department of Occupational Safety and Health.

ÉCHELLES PORTATIVES

Les échelles portatives sont fréquemment la cause de chutes qui entraînent des blessures graves.

On peut éviter ces chutes en se renseignant sur les risques possibles et en prenant les précautions suivantes.

S'assurer que l'échelle a bien tous ses barreaux, que ceux-ci ne sont ni cassés ni ébranlés et que ses montants ne sont pas endommagés.

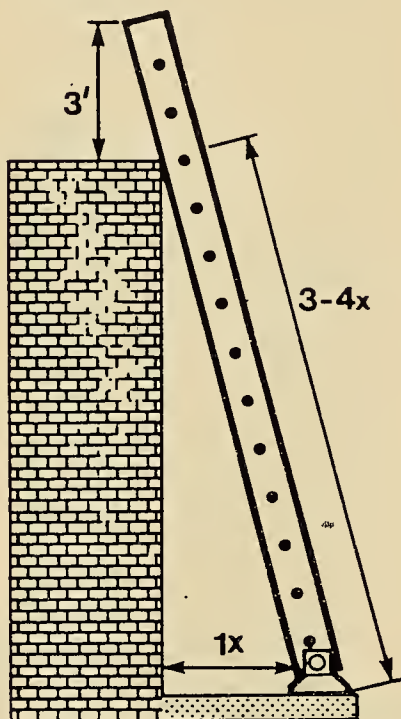
Ne pas utiliser d'échelle en bois peint pouvant receler des déficiences.

Refuser d'utiliser une échelle défectueuse et demander qu'elle soit réparée ou remplacée.

LISTE DE CONTRÔLE RECOMMANDATIONS:

- UTILISER l'échelle appropriée.
- ÉTIQUETER et METTRE DE CÔTÉ toute échelle défectueuse.
- OBTENIR DE L'AIDE lorsque le poids ou la longueur d'une échelle la rend difficile à manipuler.
- EXAMINER l'échelle avant et après l'usage.
- TENIR l'échelle à l'écart des fils électriques.
- ENTOURER l'échelle de barrières ou d'affiches signalant sa présence lorsqu'on s'en sert derrière une porte, dans un couloir ou dans un autre endroit passant.
- ENLEVER toute boue ou autre substance rendant les semelles glissantes.
- S'ASSURER que personne ne se trouve sur l'échelle avant de s'y engager.

- FAIRE FACE à l'échelle en montant comme en descendant.
- ASSUJETTIR le haut et le bas de l'échelle comme il se doit.
- SE TENIR le corps en équilibre entre les montants de l'échelle.



Placer le pied de l'échelle à une distance égalant environ $\frac{1}{4}$ à $\frac{1}{3}$ de sa longueur opératoire à partir du pied de la structure d'appui.

Lorsqu'elle sert d'accès à une plate-forme, l'échelle doit dépasser de 3' (0,9 m) au dessus de cette plate-forme.

Assurer l'équilibre de l'échelle en maintenant le pied fermement, par blocage ou à l'aide d'une base anti-dérapiante ou en la faisant tenir par quelqu'un.

Bien appuyer les bouts supérieurs des deux montants contre la structure et les assujettir en place.

INTERDICTIONS:

- NE PAS TRANSPORTER d'objets à la main. Utiliser un appareil de levage ou fixer les outils à une ceinture.
- NE PAS MONTER plus haut que le 3^e barreau en partant du haut.
- NE PAS UTILISER d'objets improvisés, chaise, baril ou boîte, au lieu d'une échelle.

Canadian Centre for Occupational Health and Safety



The Canadian Centre for Occupational Health and Safety was founded by an Act of Parliament in 1978 "to promote the fundamental right of Canadians to a healthy and safe working environment." The Centre is an authoritative information service in occupational health and safety available free of charge and in both official languages to all Canadians. It has extensive computerized information on such topics as: chemical hazards in the workplace and what can be done about them; noise, vibrations, radiation, poor lighting and stress; physical hazards and safety equipment. CCOHS also has data bases on health and safety in Canada, legal standards on occupational safety, and sources of further information.

National, regional, and local union offices now can be connected to this CCOHS service, particularly useful for joint health and safety committees.

The information on ladders reprinted in English and in French, for our Canadian readers, on these two pages comes from the Centre's CCINFOGRAMS, available in three series covering Abrasive Wheels, Materials Handling, and Ladders.

For more information, contact: Canadian Centre for Occupational Health and Safety, 250 Main Street East, Hamilton, Ontario, Canada L8N 1H6.

New Feet-Inch Calculator Solves Building Problems In Seconds!

Simple to use, time-saving tool that works with ANY fraction to 1/64th

Now you can solve all your building problems right in feet, inches and fractions—with the all new Construction Master™ feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and ANY or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

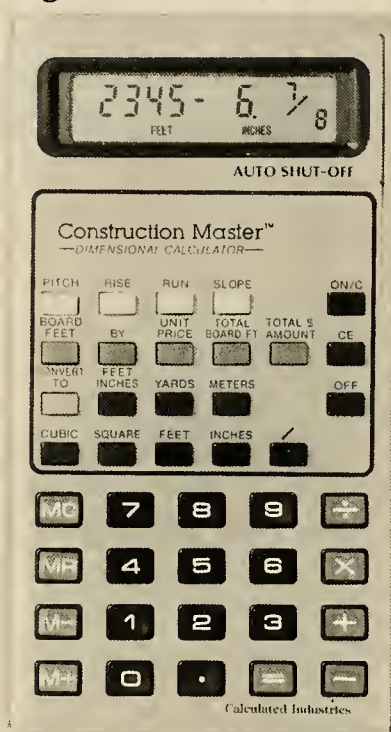
You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.



New calculator solves problems right in feet, inches and fractions. On sale for \$89.95.

Plus the Construction Master™ actually displays the dimension format of your answer right on the large LCD read-out—sq. feet, cu. yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

Figures Lumber Costs

Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The new Construction Master™ also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

And the Construction Master™ is compact (2-3/4 x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no adapter needed—you can take it anywhere!

And the Construction Master™ comes with easy-to-follow instructions, full 1-Year Warranty, easily replaceable batteries (avg. life 1,000 hrs.) and vinyl carrying case—an optional custom-fitted leather case is also available.

Professionally Proven!

Thousands of builders turn to the Construction Master™ everyday.

"It's Great! Finally we can get the correct total with fractions the first time through!" Chuck Levdar, Black Oak Inc., Sausalito, Cal.

"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robin Logan, Robin Logan, Inc., Salt Pt., NY

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To order your Construction Master™ at the discounted price of \$89.95 (a \$10 savings), complete and return the coupon below to Calculated Industries, 2010 N. Tustin, Suite B, Orange, CA 92665.

Or better yet call Toll Free 24 Hours Everyday, 1-800-854-8075 (in Calif., 1-800-231-0546).

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Sign Here _____ CP-2/87

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

It couldn't be any simpler to solve for diagonals and more.

Little Change in Work Injuries, Illnesses in 1985

There were 3,750 work-related deaths in 1985, 10 more than in 1984, and the number of job-related injuries and illnesses rose by nearly 100,000 in 1985, the U.S. government has reported.

But because of increased employment, the rate of injuries and illnesses in the private sector fell slightly, from 8 for every 100 full-time workers in 1984 to 7.9 for every 100 in 1985, according to the Bureau of Labor Statistics.

The rate of injuries and illnesses had gone up sharply in 1984, from a record low of 7.6 per 100 workers in 1983.

"This strengthens our belief that we are making progress," said John Pendergrass, head of the Occupational Safety and Health Administration.

Labor unions, however, renewed their complaint that Reagan administration changes in OSHA enforcement policies encourage employers to underreport job-related injuries and illnesses.

In an unusual disclaimer on the cover of the report, Commissioner Janet L. Norwood also expressed "concern about the completeness of the record keeping upon which the survey is based."

The data is compiled from a survey of OSHA-required injury and illness logs from 280,000 of the nation's 5 million workplaces employing 11 or more full-time workers.

Two-thirds of the 3,750 work-related fatalities in 1985 occurred in the construction, manufacturing, transportation, and public

utility industries.

Injury rates in industries represented by the UBC fell slightly; however, the number of lost work days per 100 full-time workers in construction went up. While the construction industry represents only 5% of the total workforce, 26% of all work-related fatalities were in the construction industry.

Survey results are as follows:

Eleven Most Hazardous Industries Injury Cases per 100 Full Time Workers

	# Cases
1) Lumber & Wood Products	18.2
2) Fabricated Metal Products	15.8
3) Food & Kindred Products	15.8
4) Special Trade Contractors	15.3
5) General Bldg. Contractors	15.1
6) Furniture & Fixtures	14.6
7) Heavy Construction Contractors	15.1
8) Trucking & Warehousing	13.8
9) Stone, Clay, Glass Products	13.6
10) Rubber & Misc. Products	12.9
11) Water Transportation	12.9

Twelve Most Hazardous Industries Lost Workday Cases per 100 Full Time Workers

	# Cases
1) Lumber & Wood Products	9.2
2) Trucking & Warehousing	8.5
3) Food & Kindred Products	7.7
4) Water Transportation	7.7
5) Transportation by Air	7.2
6) Special Trades Contractors	6.9
7) General Bldg. Contractors	6.8
8) Fabricated Metal Products	6.7
9) Stone, Clay, Glass Products	6.5
10) Heavy Construction Contractors	6.2
11) Furniture & Fixtures	6.1
12) Rubber & Misc. Products	6.1

Eighteen Most Hazardous Industries # Lost Workdays per 100 Full Time Employees

	# Cases
1) Anthracite Mining	442.6
2) Water Transportation	248.4
3) Trucking & Warehousing	209.3
4) Bituminous Coal Mining	197.7
5) Lumber & Wood Products	168.4
6) Oil & Gas Extraction	143.0
7) Special Trades Contractors	132.5
8) Food & Kindred Products	129.1
9) Heavy Construction Contractors	126.7
10) Stone, Clay, Glass Products	124.2
11) Local, Interurban Passenger Trans.	119.9
12) General Bldg. Contractors	119.5
13) Transportation by Air	115.0
14) Primary Metal Industry	111.1
15) Metal Mining	109.3
16) Fabricated Metal Products	105.7
17) Rubber & Misc. Products	101.4
18) Furniture & Fixtures	95.9

1986 Injuries, Illnesses Posting

Employers with 11 or more employees must post from February 1 to March 1 the total number of job-related injuries and illnesses that occurred during 1986, according to OSHA. These posted logs are used by OSHA to exempt some workplaces from inspection. If there are any discrepancies, please notify the UBC's Occupational Safety and Health Department in Washington, D.C.

More Contributors To Helping Hands

In addition to the United Brotherhood's strong support of the fund-raising campaign for the Diabetes Research Center in Miami, Fla., known as "Blueprint for Cure," many UBC members are also contributing to Carpenters Helping Hands, the fund-raising effort initiated a few years ago for Alice Perkins, the little girl in Tennessee born without a face, and for other worthy purposes.

Plastic surgeons in Tennessee continue to make progress in bringing greater normalcy to the adopted daughter of Ray and Thelma Perkins of Marysville, Tenn., although Alice's rehabilitation is expected to continue through her teenage years and thereafter.

Alice is now 11 years old, and she is undergoing special training at a school for the blind.

Helping Hands reports a total collected to date of \$173,414.32. Recent contributors include the following: Mr. and Mrs. Joseph A. Klinke, Local 8; John W. Muldoon, Local 417; Tom Duggan, Local 264; Michael Popiela, Local 1401; Robert Colquhoun, Local 608; John O'Connor, Local 1462; Edwin Deveau, Mary Maiellaro, and Tom Duggan.

Contributions should be sent to: Helping Hands, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.



GOOD TOOLS

make hard work easier!

Take Vaughan "999" Rip Hammers, for example.

Originated by Vaughan, these pro-quality ripping hammers are available in 6 head weights and 4 handle materials. The extra steel behind the striking face, deep throat, smoothly-swept claws, and full polish identify a hammer that looks as good as it feels to use.

We make more than a hundred different kinds and styles of striking tools, each crafted to make hard work easier.



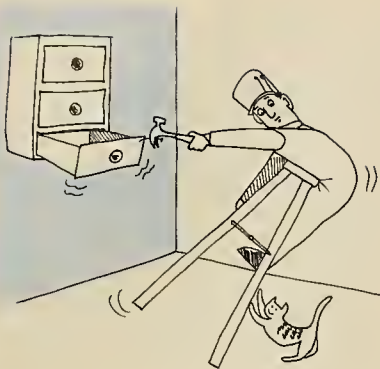
Make safety a habit. Always wear safety goggles when using striking tools.



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PET SHOP STOP

After finishing her dinner in a fancy restaurant, a young mother called to the waiter and asked him to wrap up the leftover steak for the family dog.

With that, her little boy piped up, saying: "Oh boy, we're finally going to get a dog."

DON'T BUY L-P

GREENER GRASS?

Things are pretty evened up in this world. Other people's troubles are never as bad as yours, but their children are always a lot worse.

ATTEND LOCAL MEETINGS



SUIT YOURSELF

"I'm sorry, the manager just stepped out," said the clerk to the pompous individual who had strutted in. "Is there something I can do for you?"

"No," snapped the visitor, "I never deal with underlings. I'll wait until the manager returns." About an hour later the pompous one became impatient. "How much longer do you think the manager will be?"

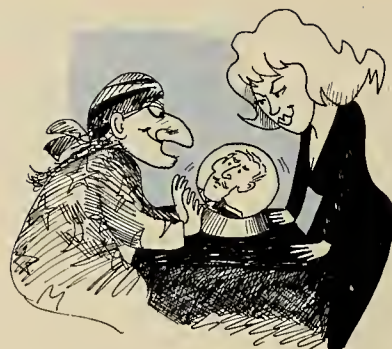
"About two weeks," the clerk replied. "He just left on his vacation."

—Maurice Howes
Local 260
Berkshire Co., Mass.

THIS MONTH'S LIMERICK

A man by the name of McKees
Felt like he had to sneeze
No hankie could he find
He'd left his behind
And without it, he caused quite a breeze!

—Gerry Noorman
Local 1615
Grand Rapids, Mich.



FULL STORY, PLEASE

The beautiful young blonde woman was having her fortune told. "I see you married to a very wealthy man 50 years your senior," said the fortune teller, "However you must prepare yourself for tragedy. Your husband will meet a violent end."

"Go on," prompted the blonde, "Will I be acquitted?"

—Maurice Howes
Local 260
Berkshire Co., Mass.

ADOPT A LUMBER COMPANY

HORSE TALES

A foreman on a big construction job is waiting for his men to come to work but they are all late. After about one hour the first carpenter shows up and tells his boss that his car broke down on his way to work and he stopped at the first farmhouse and bought a horse from the farmer so he could get to work but the horse dropped dead half way down the road. Then the second carpenter shows up and tells the same story. Then the third one arrives with the same excuse.

When the fourth one gets there the foreman tells him, "I know all about you being late, your car broke down and. . ."

"You're wrong," interrupts the fourth carpenter.

"My car didn't break down. You won't believe this but I'm late because I spent the last couple of hours removing dead horses from all over the highway!"

BE AN ACTIVE MEMBER

PRIORITIES

Granddad: "Well, well, Timmy—and what do you think of your new baby sister?"

Timmy: "She's OK—but there's sure a lot of stuff we needed more!"

—Catering Industry Employee



PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

EXPERIENCE TALKING

Cop to lady driver who had just gone through a red light: "Don't you know what it means when I hold up my hand?"

Lady driver: "I ought to, I've been a school teacher for 25 years."

—Maurice Howes
Local 260
Berkshire Co., Mass.

BUY UNION * SAVE JOBS

OWN MEDICINE

A woman sent a dinner invitation to the new doctor in town. In reply she received a totally illegible letter.

"Why don't you take it to the druggist?" suggested her husband. "They can always read a doctor's handwriting."

The druggist studied the letter, went away and returned with a bottle.

"That will be five dollars, please," he said.

—Nancy's Nonsense

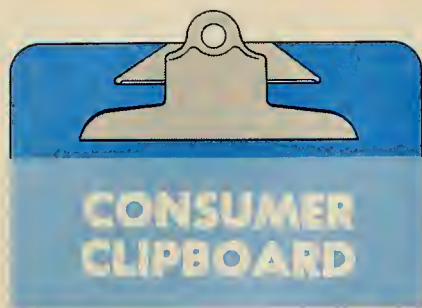
Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

UBC Retiree Clubs

To date, 65 clubs have been organized across the U.S. and Canada.

<i>Club No.</i>	<i>Officer and Address</i>	<i>Club No.</i>	<i>Officer and Address</i>
1. James West, President 1038 Melody Lane Roseville, California 95661	19. Carmen DiDonato, President 638 Carpenter Street Philadelphia, Pennsylvania 19147	43. John J. Boyle, President 2543 Webb Street Philadelphia, Pennsylvania 19125	
2. Daniel Reynolds, President 4719 Parallel Kansas City, Kansas 66104	20. Robert Burns, President 3056 Lynrose Drive Anaheim, California 92802	44. Gerald Anderson, President 305 Belmont Road Grand Forks, North Dakota 58201	
3. Carl Andrews, President P. O. Box 1069 Visalia, California 93279	21. C. Ray Collier, President 19 Montague Court St. Louis, Missouri 63123	45. Harold Mahl, President 332 Grayson Road LaPorte, Indiana 46350	
4. Marvin D. Hargrove, President 6274 Mount Ranier Avenue Las Vegas, Nevada 89115	22. Nick Kira, President 608 Surf Avenue Beachwood, New Jersey 08722	46. Samuel Durso, President 926 South Harrison Street Park Ridge, Illinois 60068	
5. Leo L. Passmore, President c/o Local Union 63 2002 Beich Road Bloomington, Illinois 61701	23. Aubrey Van Horn, President 2325 West State Route 579 Curtice, Ohio 43412	47. Frederick F. Coluzzi, President 7737 Richards Street Philadelphia, Pennsylvania 19152	
6. Claude Agasse, President 1109 Vista Way Oceanside, California 92054	24. Clarence L. Mallory, President 811 Palm Street San Luis Obispo, California 93401	48. Frank L. Cox, President 9 Benson Drive Glenolden, Pennsylvania, 19036	
7. William Wolf, President 537 Bramhall Road Rahway, New Jersey 07065	25. William Woltz, President 813 Yale Street Cumberland, Maryland 21502	49. Anthony C. Pietrovito, President 8 North Lyon Street Batavia, New York 14020	
8. Albert R. Gasink, President 1734 W. Dakota Fresno, California 93705	26. Lionel H. Rowley, President 1223 6th Avenue Des Moines, Iowa 50314	50. Joseph John Dosio, President 24 Styvestandt Drive Poughkeepsie, New York 12601	
9. Fred McQuain, President 995 Hancock Avenue Akron, Ohio 44314	27. Duke DeFlorio 712 Highland Street Hammond, Indiana 46320	51. Donald P. Donovan, President R.D. 1 Bradfordwoods, Pennsylvania 15015	
10. Omar Lowery, President 808 West Broward Boulevard Fort Lauderdale, Florida 33312	28. Peter J. D'Achile, President 207 Glenwood Road King of Prussia, Pennsylvania 19406	52. W. Ed Chambers, President 6735 Ridge Boulevard Brooklyn, New York 11220	
11. Bernard W. Rowe, President R.R. #1, Box 70 Moline, Illinois 61265	30. Samuel M. Weldon, President Post Office Box 363 Lithonia Springs, Georgia 30057	53. John Schibli, President 9-2750 Quadra Street Victoria, British Columbia V8T 4E8	
12. Leroy C. King, President 832 Colgate Lancaster, Texas 75146	31. Harrison D. Seeley, President 4860 South 94th Street Greenfield, Wisconsin 53228	54. Johnny H. Walsh, President 15003 Monrad Drive Houston, Texas 77053	
13. Alva Davis, President 245 Sycamore Road Salinas, California 93905	32. John R. Talbot, President 203-D Cedarcrest Apartments Lower Burrell, Pennsylvania 15068	55. James Lokofsky, President P O Box 11123 Trenton, New Jersey 08620	
14. Grady Pinner, President 5025 Elizabeth Lake Road Pontiac, Michigan 48054	33. Cloyd Bennett, President 4419 Eaton Drive Rockford, Illinois 61111	56. Harold Devine, President 548 High Street Warren, Ohio 44483	
15. Harold Uren, President Highwater Road 256 Saddy Daisy, Tennessee 37379	34. Guy Hodson, President 9054 S W Line Drive Cornelius, Oregon 97113	57. Edward Kammerer, President 112 Haverford Ave. North Cape May, New Jersey 08204	
16. Patrick Armen, President 2825 Frink Street Scranton, Pennsylvania 18054	35. Lawrence Dewes, President 8128 Merrillville Road Merrillville, Indiana 46410	58. Edward Murawski, President 803 Illinois Street Lemont, Illinois 60439	
17. R. E. Hashberger, President 13225 Machias Road Snohomish, Washington 98290	36. Michael P. Homer, President Box 151, R.D. #2 Frankfort, New York 13340	59. Johnny C. Harston, President 203½ North Highland Avenue Jackson, Tennessee 38301	
	37. George A. Carlow, President 2526 S. 114th St, Apt. 3-C Omaha, Nebraska 68144	60. Ralph B. Brawner, President 23401 Mound Road Warren, Michigan 48091	
	38. John C. Gundry, President 100 Wickatunk Village Morganville, New Jersey 07751	61. Orvis Roy, President 402 South Broadway Lexington, Kentucky 40508	
	39. James H. Seigler, President 96 Gary Drive St. Peters, Missouri 63376	62. Charles Stein, President P O Box 272 Lafayette, Colorado 80026	
	40. Robert Sweeten, President 195 East 25th Street Chicago Heights, Illinois 60411	63. Philip Sweeney, President 495 Mansfield Avenue Pittsburgh, Pennsylvania 15205 (Western PA Central Retirees)	
	41. B. R. Upton, President 956 West Ridge Drive Jackson, Mississippi 39209	64. Joseph Jansen, President 208 Elfinwild Road Allison Park, Pennsylvania 15101	
	42. Charles M. Miller, President 729 Grand Court Topeka, Kansas 66606	65. Anthony S. Rachuba, President 1332 Tyson Avenue Philadelphia, Pennsylvania 19111	



If You Were Rich, What Would You Buy And Where Would You Vacation?

Nationwide Survey Also Names Safest, Riskiest Investments

If money were no object, what would you buy and where in the world would you vacation? Which investments are the safest? Which have the greatest risk?

A just-released nationwide survey, which asked these questions of a cross-section of Americans, generated some surprising answers.

The study, which was based on a representative national income, age, marital status, and geographic sampling, consisted of in-depth interviews with 100 male and 100 female heads of households. It was developed by Carolyn Sekac Associates, Hempstead, N.Y.-based financial planners, and was conducted for the Sekac firm by an independent research company. Carolyn Sekac, the firm's president, said the survey was undertaken to "find out

what people would purchase and where they would travel if they had substantial financial resources and to also examine their attitudes toward key investments."

Here are the results of the study:

If you had the money to buy anything you wanted, what would it be?

"If you had predicted that yachts, private jets, or diamonds would top the list," said Ms. Sekac, "you'd be completely off the mark."

The number one choice—by far—was real estate: 30% of the respondents said they would buy a house or a new house, 7% opted for land, a farm, property, or other types of real estate, while only 1% selected a summer house or a second house.

Vehicles were the next most popular

category: 18% of the people surveyed said they would buy a car or a new car, and 3% chose a van, motor home, or recreational vehicle.

What would the other respondents do with their money? Their choices were almost equally divided among boats, furniture, children's education, charitable contributions, and paying off debts.

If you could afford a vacation anywhere in the world, where would you go?

Nearly half of all the people polled (48%) said they would prefer to vacation in the United States. Hawaii, which was selected by 23% of the respondents, headed the list, with 4% casting their vote for California and the West Coast and 4% choosing Florida.

Continued on Page 38

Robot Toy from Taiwan Has Lead Poisoning Hazard

The U.S. Consumer Product Safety Commission recently issued a safety alert regarding potential lead poisoning dangers in certain Voltron Lion Toys, urging the manufacturers, Matchbox, to recall them and exchange them for non-hazardous versions.

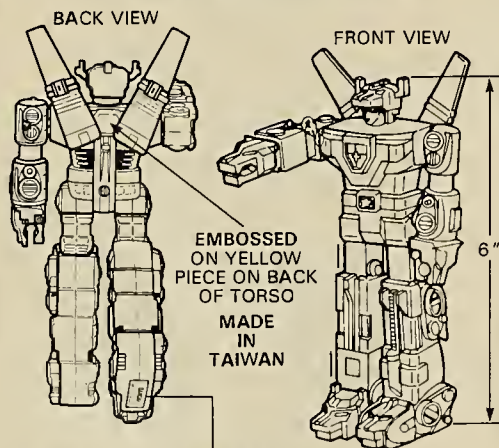
Deluxe Voltron Lions are robot-type me-

chanical toys which break down into five separate lions. They are about 11 inches tall. Miniature Voltron Lions are about six inches tall and resemble the deluxe version, but the body parts do not separate. Some of these toys made in Taiwan and sold since 1985 contain lead paint, potentially poisonous if

children put them in their mouths. If any of your children have such toys, call Matchbox to obtain a free replacement. Telephone: 800-445-8697; in New Jersey 800-445-0012.

If there are questions, the Consumer Product Safety Commission can be reached toll free at 800-638-CPSC.

How to identify recalled Miniature Voltron Lions



SILVER STICK-ON LABELS SAY:



OR



OR

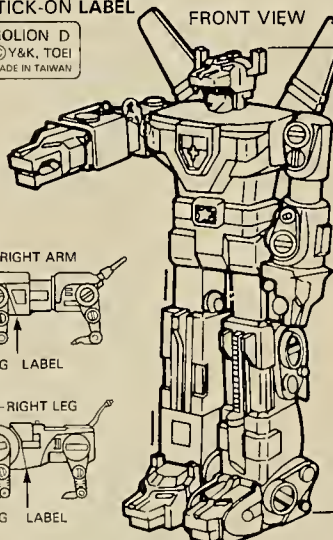


How to identify recalled Deluxe Voltron Lions

SILVER STICK-ON LABEL SAYS:



FRONT VIEW



RED LION—RIGHT ARM

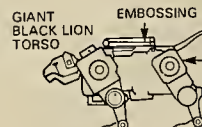


EMBOSSING LABEL



EMBOSSING LABEL

EMBOSSSED ON UNDERSIDE OF JAW OF LIONS FORMING ARMS AND LEGS, AND UNDER TAIL OF LION FORMING TORSO: ©BANDAI 1981 TAIWAN



EMBOSSING LABEL



EMBOSSING LABEL



EMBOSSING LABEL

ASSEMBLED DELUXE VOLTRON LIONS

Service To The Brotherhood



EDMONTON, ALTA.

Local 1325 recently presented service pins to those with many years of service.

Picture No. 1 shows 25-year members, front row, from left: William Besuijen, Noel Douville, Borge Jensen, Frank Principe, and Ernest Levesque.

Back row, from left: Eduard Ehm, Patrick Jordan, Michael Panas, Alex Kelm, Wayne Lee, and Walter G. Rosenberger.

Picture No. 2 shows 30-year members, front row, from left: Matt Odrigewitsch, Gybertus Westmaas, John Lukash, Helmut Krause, A. T. Mortensen, and Walter Ussyk.

Back row, from left: Theo Schultheiss, Arnold Linder, Tom Dornan, Gordon Burrell, Edmund Quast, Earl Kepke, Julius Seifner, and Yrjo Mantere.

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Edmonton, Alta.—Picture No. 1



Edmonton, Alta.—Picture No. 2



Oklahoma City, Okla.—Picture No. 1



Oklahoma City, Okla.—Picture No. 2



Oklahoma City, Okla.—Picture No. 4



Oklahoma City, Okla.—
Picture No. 3



Oklahoma City, Okla.—Picture No. 5



Oklahoma City, Okla.—Picture No. 6

OKLAHOMA CITY, OKLA.

Local 329 recently held a pin awards ceremony/dinner dance to honor members with longstanding service to the brotherhood.

Picture No. 1 shows 30-year members, from left: James W. Basham and Ernest M. Moore.

Picture No. 2 shows 35-year members, from left: Leroy M. Rider, Louis J. Kennedy, and Eugene F. Damron.

Picture No. 3 shows 40-year members, front row, from left: Thomas O. Cartmill, Daniel J. Takach, Marvin R. McLin, Elmer B. Hogue, and Frank J. Mansfield.

Back row, from left: Henry Baldrige, secretary-treasurer, Oklahoma State Council of Carpenters; J. R. Beall; Leonard Grall; Marshall R. Hand; and Howard W. Ray.

Picture No. 4 shows 45-year members, from left: P. E. Brawdy, Herman Graber, Clarence E. Hunter, and Edward Thele.

Picture No. 5 shows some 50-year members, from left: Albert Thornhill, assistant business representative; Henry Baldrige; Edgar W. Keel; and Robert Yoachum, business representative.

Picture No. 6 shows 50-year member T. L. Friend, right, receiving his watch from Business Representative Yoachum.

Also honored but not pictured were: **45-year members** E. Ray Burgess, John B. Green Sr., Grant M. Hamilton, E. C. Lewis, J. M. McCrory, A. E. Miller, T. J. Noah, Ralph D. Smith, E. R. Wrinkle, and J. T. Wyatt; **40-year members** Leslie N. Bleigh, V. J. Brock, N. W. Coleman, C. A. Dickson Sr., Henry Frankenfield, I. L. Hamilton, H. L. Holsapple, N. B. Hudson, Warren M. Johnson, Thomas P. Keathley, Max E. Larson, Clyde L. Modena, Lonny G. Montgomery, Frank Rethford, Leonard Webb, and Raymond V. Young; **35-year members** Ira Brown, J. L. Dye, Earl

Fawner Sr., Jackie D. George, Clarence Hilburn, James L. Hughes Sr., R. D. Kilpatrick, Rudolph C. Leck, James A. Little, Lloyd Preston, and Raymond F. Schultz; **30-year members** R. F. Allen and Luther H. Grimmett; and **25-year members** Alfred M. Blecha, Harold L. Jones, Mollison T. Jones, George Pettyjohn, and W. F. Seiter.



Madison, Wisc.—Picture No. 1



Madison, Wisc.—Picture No. 2



Madison, Wisc.—Picture No. 3



Madison, Wisc.—Picture No. 4



Madison, Wisc.—Picture No. 5



Madison, Wisc.—Picture No. 6



Madison, Wisc.—Picture No. 7



Madison, Wisc.—Picture No. 8



Madison, Wisc.—Picture No. 9

MADISON, WISC.

Local 314 recently held an awards banquet where longstanding members were presented with service pins. Thomas Hanahan, general executive board member for the Third District, was on hand to present some awards.

Picture No. 1 shows Local 314 Business Manager Knute Larson and Board Member Hanahan with 71-year member Jas. Lendborg.

Picture No. 2 shows General Representative Ron Stadler and Board Member Hanahan with 60-year members Robert Strenger and John Ponti.

Picture No. 3 shows Representative Stadler and Board Member Hanahan with 50-year members Leonard Boeker and Walter Croft.

Picture No. 4 shows 45-year members, front row, from left: George Clark, Clyde Lange, Carl Nelson, Glen Olson, Edwin Feller, and Eric Matteson.

Back row, from left: Board Member Hanahan,

Clarence Lewison, George Spoerl, Eric Pridoehl, Representative Stadler, and Local President Mack Blomstrom.

Picture No. 5 shows some 40-year members, front row, from left: Theodore Bates, Everett Blomstrom, Fred Bonzelet, Vernon Brown, Albert Danz, and Raymond Faust.

Back row, from left: Representative Stadler, Leroy Herbeck, Martin Dauck, Business Manager Larson, President Blomstrom, and Board Member Hanahan.

Picture No. 6 shows more 40-year members, front row, from left: William Meyer, Raymond Vernig, Joseph Pederacine, James Tetzlaff, Harold Jochmann, and Theodore Thielen.

Back row, from left: Board Member Hanahan, Eldon Stearns, Michael Moloney, Marvin Torke, Representative Stadler, Business Manager Larson, and President Blomstrom.

Picture No. 7 shows some 35-year members, front row, from left: Leon Slauson, Paul Thering, Frank Strmiska, Milton Thorpe,

Gerald Yelk, and Milton Vandehey.

Back row, from left: Leo Vilbrandt, Joseph Yelk, Edwin Wealti, August Straussman, Representative Stadler, and President Blomstrom.

Picture No. 8 shows more 35-year members, front row, from left: Donald Lucey, Norman Petty, Jerome Nordess, Maurice Ranum, Oscar Rortvedt, and Robert Simon.

Back row, from left: Donald McCance, John Robertstad, George Parks, Robert Skolaski, President Blomstrom, and Vice President Kenneth Fischer.

Picture No. 9 shows 35-year members, front row, from left: Lawrence Aide, Arthur Anderson, Charles Campbell, John Haug, Milford Hellem, and Kurt Hentschel.

Back row, from left: Eugene House, President Blomstrom, James Hermanson, Representative Stadler, Lawrence Henn, Paul Kapral, Ernest Lehman, and Business Manager Larson.



Lakewood, Colo.—Picture No. 2



Lakewood, Colo.—Picture No. 3



Lakewood, Colo.—Picture No. 4



Lakewood, Colo.—Picture No. 5



Lakewood, Colo.—Picture No. 1

Irene Mills, Mike and Virginia Stasevich, Donald and Joan Fabrizio, Roy and Irene Nix, and Jerry and Joanna Aune.

Picture No. 6 shows 25-year members and their guests, from left: William and Sharon Kirts, Todd and Nancy Suessmith, Larry and Connie Grenemyer, and Vic and Mildred Raley.



Lakewood, Colo.—Picture No. 6

LAKEWOOD, COLO.

Golden Local 1396 recently held their annual pin presentation at the White Fence Farm.

Picture No. 1 shows, front row, from left: 50-year member Martin Neimes with his wife Effie, and 50-year member James McFall with a guest.

Back row, from left: 45-year member George Pech with his wife Netra, and 45-year member Neil DeKok and his wife Fern.

Picture No. 2 shows 40-year members and their guests, front row, from left: William and Cathy McGaughey, and Betsy and William Galloway.

Back row, from left: James and Nancy McFarland, Bernadine and Royal Jackson, Helen and Norman Horvey, a guest, Charles Peters, Lucille and Gerald Pelzer, and W.J. and Geri Wallachy.

Picture No. 3 shows some of the 35-year members and their guests, front row, from left: a guest, Clarence Zancanella, and Josephine and James Ortega.

Back row, from left: Dorothy Myers, Edwin Allen, Jewel Myers, Edna Allen, George Henckel, Ersie Kitsmiller, Virginia Henckel, Claude Kitsmiller, and Anton and Donna Zyla.

Picture No. 4 shows more 35-year members and their guests, front row, from left: Vincent Moses, Viola Kissell, and Mary and Virgil Bird.

Back row, from left: George and Jeralyn Westerhoff, Donald and Dorothy Schroder, Patrick and Rose Callahan, Joy and Edward Lutz, and Wilton and Beulah Harr.

Picture No. 5 shows 30-year members and their guests, from left: Edwin and Mae Rowland, Douglas and Inge Miles, Lloyd and



Oroville, Calif.—Picture No. 2

OROVILLE, CALIF.

Local 1240 recently made pin presentations to members with 25 to 40 years of service to the Brotherhood.

Picture No. 1 shows 40-year member Grover Self.

Picture No. 2 shows, front row, from left: 35-year member J. O. Wrangham and 30-year member Chas. Eddy.

Back row, from left: 40-year members Wilber Nesmith and Ed Wickersham, and 25-year member Elwin Schoeneck.



Picture No. 1

SACRAMENTO, CALIF.

Longstanding members of Local 586 were awarded their 50-year pins at a recent meeting. The six were presented with plaques and pins by Local President M.B. Bryant and Local Financial Secretary L.D. Lansdon.

Picture No. 1 shows 50-year member Clarence E. Leiby.

Picture No. 2 shows, from left, Lansdon with 50-year members Edmund Redgate, John Long, Victor Virga, Laine Wicksten, and Jules Decuir, and Bryant.



Sacramento, Calif.—
Picture No. 1



Sacramento, Calif.—Picture No. 2

Correction: In our December 1986 issue, Axel Swanson in Minneapolis, Minn., Local 1865 was incorrectly identified as deceased. We thank Brother Swanson for his understanding of this error. It was one of the Brotherhood's centenarians Axel Larson, of Local 162, San Mateo, Calif., who passed away last year.

MARTINEZ, CALIF.

At a recent gathering, pin presentations were made to members of Local 2046 with more than 25 years of service to the Brotherhood.

Picture No. 1 shows 50-year members, from left: Tony Viola, financial secretary-treasurer; Al Sangimino; Leslie Buck; Robert Kellogg; and Frank Castiglione, senior business representative.

Picture No. 2 shows 45-year members, front row, from left: Wilfred Cabral, James D'Reilly, Roy Van De Veer, Jack Metez, Darwin Millar, Lloyd Miller, and Robin Hornback.

Middle row, from left: Tony Nobriga, Ralph Foster, Theodore Gibson, Charles Allen Jr., and Walter Gerths.

Back row, from left: Raymond Coday, Alva Coday, Robert Walker, Jessie Oakley, and Louis Walker.

Picture No. 3 shows 40-year members, front row, from left: Delbert Secrist, R. E. Voss, John Lewis, and Theron Pollard.

Middle row, from left: Kenneth Martens, George Matthews, Robert Blikeng, and Clarence Lindgren.

Back row, from left: Charles Hickman, Walter Reinhardt Sr., Milton Kotter (30-year member), Cecil Smith, Lawrence G. Oates, and Leslie Rowe.

Picture No. 4 shows more 40-year members, front row, from left: Warren Almquist, Charles Carroll, Sal Russo, and Leo Marquez.

Middle row, from left: Hubert Irons, James Peterson, Paul Berg, Carl Maxwell, and Thomas Traugher.

Back row, from left: John Angi, J. M. Moose, S. A. Roberts, L. J. Silva, and Paul Miller.

Picture No. 5 shows 35-year members, front row, from left: Richard Cannella, Floyd Terry, Paul Anderson, Raymond Cortez, Keith Braga, Neno Bruno, Peter Bonanno, Horace Costanza, Henry Grenon, and Sidney A. Burrows.

Middle row, from left: Ralph Voss, Alois Schatz, Ralph Hiebert Jr., James DiMaggio Jr., D. F. Wortham, and Johnny Wilson.

Back row, from left: John Ryan, Jerome Girolami, Eugene Beadleston, Earl Crawford Jr., and John Batts.

Picture No. 6 shows 30-year members, front row, from left: Joe Cardinali, Guy Ventrice, and Mario Volpone.

Second row, from left: Ray Winner, James White, Willie Garcia, William Olsen, S. J. Leal, Delbert Miller, Sam Kern, and Robert Reed.

Third row, from left: John Kelly, James Chamberlin, William Lamb, Lawrence Devall, Roy North, and Harvey Cunningham.

Back row, from left: Milton Kotter, Bernard Theis, Anthony Cardenas, Norman Jewett, Morris Hillstead, and Ove Floystrup.

Picture No. 7 shows 25-year members, front row, from left: Gilbert Romero, Frank Favaloro, Clifford Soares, and Randolph Watson.

Middle row, from left: Jasper Whisler, Gerald Chaney, Loma Crider, Marvin Terrell, and Garry Ross.

Back row, from left: John Nourse, Russell Watts, Elzie Knecht, and David Wohlwend.



Martinez, Calif.—Picture No. 2



Martinez, Calif.—Picture No. 3



Martinez, Calif.—Picture No. 1



Martinez, Calif.—Picture No. 5



Martinez, Calif.—Picture No. 4



Martinez, Calif.—Picture No. 6



Martinez, Calif.—Picture No. 7



Sydney, N.S.—Picture No. 1



Sydney, N.S.—Picture No. 2



Sydney, N.S.—Picture No. 3



Sydney, N.S.—Picture No. 4



Sydney, N.S.—Picture No. 5

SYDNEY, N.S.

Local 1588 recently hosted a dinner dance and pin presentation for members with longstanding service.

During the evening a plaque was presented to Pat Pertus by Donald Morrison, in recognition for his many years as an executive member of the local.

Picture No. 1 shows 25- and 30-year members, from left: Roger Goodick, Creighton Bungay, Everett Feltmate, Robert Mesher, Fred White, and Donald Morrison.

Picture No. 2 shows 35-year members, from

left: Tom Pratt, Melvin Peach, Edgar LeBlanc, Fergus Flynn, Bill Hodder, Howard Peach, and Sylvester Jessome.

Picture No. 3 shows 40-year members, from left: Wilfred Sawlor, Leslie Peach, and William J. Burke.

Picture No. 4 shows 45-year members, from left: Jack O'Neil, Leo Doyle, Gordon Peach, John MacLellan, Calixte Deveau, President Robert LeBlanc, Edward Williams, John Lynk, Alex Stanley, Horace Allen, Alex Morrison, and John Peach.

Picture No. 5 shows Donald Morrison receiving his plaque.



San Antonio, Tex.—Picture No. 3



Santa Rosa, Calif.



San Antonio, Tex.
Picture No. 1

SANTA ROSA, CALIF.

Local 751 recently awarded service pins to members with 45 years in the UBC. Pictured, from left: Al Preblich, Hugh McName, Art Ellsworth, Fred Hanson, Allan Stiles, and S. Lovelace.



San Antonio, Tex.
Picture No. 2



San Antonio, Tex.
Picture No. 4

SAN ANTONIO, TEX.

Local 14 recently awarded pins to members with 25, 45, and 50 years of service to the Brotherhood.

Picture No. 1 shows 25-year member E.W. Schomberg.

Picture No. 2 shows 25-year member John E. Gill.

Picture No. 3 shows 25-year members,

seated, from left: Kermit Simon, Sam Wright, and Henry Sanchez.

Standing, from left: Richard R. Arispe, financial secretary and treasurer; Daniel M. Jackson; William J. Mitchell; Victor Riba; Richard D. Morris, and Vernon L. Gooden, business representative.

Picture No. 4 shows 50-year member Paul Stroud.



Oswego, N.Y.
Picture No. 1



Oswego, N.Y.
Picture No. 2

OSWEGO, N.Y.

At the 85th anniversary dance of Local 747, members with longstanding service were awarded UBC pins.

Picture No. 1 shows 70-year member Herb Tanner.

Picture No. 2 shows 45-year member Rich Castaldo.

Picture No. 3 shows 40-year members, from left: Robert Rookey, Sewell Silvalia, Harold Shurr, Loyal Wolven, and Jim Starks.

Picture No. 4 also shows 40-year members,

from left: Carl Cullen, Joe Bonono, and Bill Hamilton.

Picture No. 5 shows more 40-year members, from left: Joe Morabito, Charles Pilon, and Paul Pontante.

Picture No. 6 shows 35-year member Fran Hoefer.

Picture No. 7 shows 35-year member Sam Ormsby.

Picture No. 8 shows 35-year member Charles Caroccio.

Picture No. 9 shows 30-year members, from left: Dave Batchelob and Louis Sereno.



Oswego, N.Y.—Picture No. 3



Oswego, N.Y.—Picture No. 4



Oswego, N.Y.—Picture No. 5



Oswego, N.Y.
Picture No. 6



Oswego, N.Y.
Picture No. 7



Oswego, N.Y.
Picture No. 8



Oswego, N.Y.—Picture No. 9

CHICAGO, ILL.

Local 1 recently paid tribute to a member with 70 years of service in the United

Brotherhood. John Leibrock, who was initiated on May 5, 1916, has the oldest initiation date in that local. A special remembrance was printed at the general offices for Liebrock as a token of appreciation for his long and loyal service.



The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001



FRESNO, CALIF.

Local 701 recently presented service pins to longstanding members of the United Brotherhood.

Pictured, front row, from left: 45-year member Victor Taylor; and 40-year members George Hanoian, Mel Ramos, Reid McCarter, Moses Nororian, Ervin Langston, and Ray Hampson.

Back row, from left: 40-year members William O'Neal, Veit Johnson, and Lester Godbehere; and 30-year members Ben Walschots and Henry Miller.

Fresno,
Calif.

in memoriam

The following list of 440 deceased members and spouses represents a total of \$773,893.27 death claims paid in November 1986, (s) following name in listing indicates spouse of members

Local Union, City

- 3 Wheeling, WV—Norma Jean Allen (s), Richard H. Moore, Wilford P. Rose.
- 4 Davenport, IA—Carl W. M. Sneddon.
- 7 Minneapolis, MN—Edner Erickson, Edward Roscen, Eric H. Bodin, Walter C. Burandt.
- 9 Buffalo, NY—Edwin Seeger.
- 11 Cleveland, OH—Gerald Szabo, Herman W. Gordon, Roman A. Hummer.
- 12 Syracuse, NY—Edward Croyle, Edward Rufus Dark.
- 13 Chicago, IL—Edmund I. Anderson.
- 15 Hackensack, NJ—Louis Francis Semon, Louis M. Takacs.
- 16 Springfield, IL—Carmelo Graziano, Paul Holt.
- 20 New York, NY—Allen Checke, Herman Lee.
- 22 San Francisco, CA—Caesar Gorsi, Iver Nelson, Ralph Nelson, Silvio J. Bessone.
- 24 Central, CT—Stanley C. Ksiazkowski.
- 25 Los Angeles, CA—Ernesto Loya, Glenn D. Wells, Louis A. C. Debaca.
- 27 Toronto, Ont., CAN—Bruno Pelliccione.
- 34 Oakland, CA—Marion Frances Verbrugge (s).
- 36 Oakland, CA—Lorraine J. Ferguson (s), Robert W. Thomas (s).
- 50 Knoxville, TN—Benjamin M. Alford, Georgia Alice Morgan (s), Ina McNabb (s).
- 51 Boston, MA—Santo C. Brigandi.
- 53 White Plains, NY—Alva McKinlay, Carl H. Johnson.
- 55 Denver, CO—Gladys Louise Kalanquin (s).
- 60 Indianapolis, IN—Harry W. Webb, Robert W. Kutruff.
- 61 Kansas City, MO—Brenton R. Hall, Jewell B. Davis (s).
- 64 Louisville, KY—Florence Allen Casey (s), Guy W. Nicholson.
- 69 Canton, OH—Harold Westhafer.
- 73 St. Louis, MO—John D. Spieler, Lou Ellen Taylor (s).
- 74 Chattanooga, TN—James M. Locke, James W. Hudson, Paul M. Glass, William M. Riddle.
- 80 Chicago, IL—Marie I. Haydon (s), William J. Groh.
- 83 Halifax, N.S., CAN—Stephen Henry Legge.
- 90 Evansville, IN—Albert J. Kissel, Nobel Enlow.
- 94 Providence, RI—William Panciera.
- 98 Spokane, WA—Ralph S. Moore.
- 100 Muskegon, MI—Robert Tracy.
- 101 Baltimore, MD—Dean J. Gardner, Robert E. Ratcliff.
- 103 Birmingham, AL—Donald Davis, Eva Lee Hobson (s), Ralph Garren.
- 105 Cleveland, OH—Edward Judice, John M. Preseren.
- 108 Springfield, MA—Eugene O. Boulanger.
- 110 St. Joseph, MO—Doyle Blanton, Fred Lee Wiseman.
- 114 East Detroit, MI—Alva L. Samsell, Sr., Sebastiana Baffo, Willie Pearl Huntberry (s).
- 118 Detroit, MI—Charles Roberts, James Koss, William H. Jones.
- 120 Utica, NY—Jeannette L. Decarlo (s).
- 121 Vineland, NJ—Aurelia H. Mattile (s).
- 123 Broward County, FL—Charles E. Mentz, Leo Mark, Lester C. Radcliffe, Virgil M. Britton.
- 124 Passaic, NJ—John Turaski, Sidney Bergsma.
- 125 Miami, FL—Bernard Troklus, Ralph Crabtree, Walter C. Behrmann.
- 128 St. Albans, WV—Gladys Ruby Lilly (s).
- 130 Palm Beach, FL—Alan A. Cameron, Erick S. Jaakola, James E. Lynch, James L. Lawlor, Oscar Clark Weaver.
- 131 Seattle, WA—Peter Majewski.
- 135 New York, NY—Heimo A. Riuttala.
- 142 Pittsburgh, PA—Frank J. Fanelli, Vincent Merlino.
- 144 Macon, GA—Henry J. Loyd.
- 161 Kenosha, WI—Eligio Bianchi.
- 163 Peekskill, NY—John J. Amica.
- 165 Pittsburgh, PA—Fortunata Lora Colaizzi (s).
- 166 Rock Island, IL—Jay D. Klemmer.
- 171 Youngstown, OH—Chester Kocinski, John G. Toth.
- 182 Cleveland, OH—Paul E. Kinnunen, William Lehr.
- 183 Peoria, IL—Arnold V. McCarey.
- 188 Yonkers, NY—Herman Rapp.
- 198 Dallas, TX—Carlton Y. Godwin, Joseph C. Little.
- 200 Columbus, OH—Millie E. Landis (s), S. Jalman Virta.
- 202 Gulfport, MS—Merrell Curtis Parker.
- 203 Poughkeepsie, NY—Edward Petty.
- 210 Stamford, CT—Frank E. Mills, Ray S. Lucas.
- 211 Pittsburgh, PA—John Tobias.
- 218 Boston, MA—Catherine Prizio (s), James V. Simpson, Julius Lux.
- 222 Washington, IN—Gervase A. Grannan, Irwin R. Stearns.
- 242 Chicago, IL—Joseph Schaller.
- 246 New York, NY—Erich Blachetta, Pasquale Abbruzzese.
- 250 Waukegan, IL—Herbert J. Reiker, Joan C. Sandri (s), Ralph H. Bederske.
- 255 Bloomingburg, NY—Albert H. Bronner.
- 256 Savannah, GA—Benjamin H. Ridgill.
- 259 Jackson, TN—Wilmot Ernest McKinnie.
- 260 Berkshire Cnty., MA—Conrad E. Holmberg.
- 261 Scranton, PA—John Gium.
- 264 Milwaukee, WI—Arnold Nagel, Richard H. Schilling.
- 268 Sharon, PA—Dudley T. Wentz, Edward J. Sitterle.

Local Union, City

- 269 Danville, IL—Austin C. Thomen, Charles G. Hawthorth.
- 272 Chicago Hgt., IL—William B. Moore.
- 283 Augusta, GA—William B. Hodges.
- 295 Collinsville, IL—Virgil K. Robinson.
- 304 Denison, TX—Alma Bussell.
- 311 Joplin, MI—Laura A. Boaz (s).
- 313 Pullman, WA—Joy M. Schumacher (s).
- 316 San Jose, CA—Avis McCoy (s), Joseph Burriesci, Joseph R. Nevarez.
- 323 Beacon, NY—Francis Mayen.
- 329 Oklahoma City, OK—James Patrick Thompson, Lucille Newby (s).
- 334 Saginaw, MI—Juan Martinez, Sophia Larose (s).
- 338 Seattle, WA—Helen Rose Walt (s).
- 348 New York, NY—Albert Philipbar.
- 356 Marietta, OH—Betty K. Brooks (s), James D. Bell.
- 361 Duluth, MN—Nels O. Wennberg, Roy E. Johnson.
- 363 Elgin, IL—Albert Flentge, Eric Peterson, Harriet L. Nelson (s).
- 370 Albany, NY—Francis Shepperdson, Harold Ogden.
- 377 Alton, IL—Percy L. Kortkamp, Urban E. Sibley.
- 400 Omaha, NE—Hugh T. Jones.
- 404 Lake Co., OH—Marian Theresa Panuzzo (s).
- 413 South Bend, IN—Robert Lee Jones.
- 424 Hingham, MA—Verge Seigel Wagner.
- 437 Portsmouth, OH—Robert H. Amburgey.
- 452 Vancouver, B.C., CAN—Ernest Mann.
- 454 Philadelphia, PA—Clifford E. Morgan.
- 455 Somerville, NJ—Ada Cressy (s).
- 465 Chester County, PA—Frank Lichtfuss.
- 472 Ashland, KY—Clyde E. Clark.
- 483 San Francisco, CA—William N. Howell.
- 494 Windsor, Ont., CAN—Silvio Pettovel.
- 499 Leavenworth, KS—Virgil C. Whitworth.
- 500 Butler, PA—Henry O. Koester, Paul W. Lewis.
- 515 Colorado Springs, CO—Donald E. Smith.
- 531 New York, NY—Giuseppe Affinito.
- 538 Concord, NH—Felix Pence.
- 544 Baltimore, MD—Doris L. Marshall (s).
- 548 Minneapolis, MN—Alvin C. Kuchenbacker.
- 558 Elmhurst, IL—Raymond F. Sipple.
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Local Union, City

- 978 Springfield, MO—Herschel E. Bacon.
- 981 Petaluma, CA—Ira Mae Sides (s).
- 1027 Chicago, IL—Thaddeus R. Kita.
- 1042 Plattsburgh, NY—George A. Laforest.
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- 1113 San Bernardino, CA—Emil G. Gales.
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- 1176 Fargo, ND—Henry Bell.
- 1185 Chicago, IL—Marion A. Finucane (s).
- 1222 Medford, NY—Edmont J. Remski.
- 1266 Austin, TX—Helen Grace Syme (s), Walter A. Jones.
- 1274 Decatur, AL—Verona Lillian Bailes (s).
- 1277 Bend, OR—Emil Hugo Wirth.
- 1278 Gainesville, FL—John H. Pearson, Jr.
- 1281 Anchorage, AK—Martin C. Larsen.
- 1305 Fall River, MA—Grace Quental (s).
- 1319 Albuquerque, NM—Fillmore Roach.
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- 1342 Irvington, NJ—Anna Sardo (s), Giovanna A. Belomo (s).
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- 1581 Napoleon, OH—Genevieve I. Peters (s), Joyce Ann Moore (s).
- 1583 Englewood, CO—Harold E. Sundquist.
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- 1598 Victoria BC, CAN—Ole Jacobson.
- 1615 Grand Rapids, MI—Adolph Siemion.
- 1632 S. Luis Obispo, CA—Roy Gearing.
- 1635 Kansas City, MO—Franklin D. Furey.
- 1641 Naples, FL—Brenda Sue Gessmann (s), Elton M. Davidson, Geneva Scribner (s).
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- 1665 Alexandria, VA—Joseph A. Miller.
- 1669 Ft. William, ONT, CAN—Lorne Pugh.
- 1685 Melbourne-Daytona Beach, FL—Lee H. Whitley.
- 1715 Vancouver, WA—Rosanne G. Thomas (s).
- 1733 Marshfield, WI—Edward J. Wenzel, Frank A. Leichey, John H. Schalow, Louis H. Herkert, William J. Zinthefer.
- 1750 Cleveland, OH—Walter V. Bruno.
- 1752 Pomona, CA—Ben A. Hescmann, John M. Miles.
- 1778 Columbia, SC—Lacy C. Wise.
- 1811 Monroe, LA—Frank L. Burroughs, Sr., Malroy O. Mayer.
- 1822 Fort Worth, TX—Monroe E. Wilcox.
- 1845 Snoqualm Fall, WA—Rena A. Sayah (s).
- 1846 New Orleans, LA—George L. Ducombs, Vernon E. Hansel.
- 1855 Bryan, TX—Sven Ewald Swanson.
- 1856 Philadelphia, PA—Helene Schaffling (s).
- 1861 Milpitas, CA—Emile L. Plise.
- 1882 Campb. Riv. BC CAN—Sidney Bourdon.
- 1915 Clinton, MO—Erling Johnson.

- 1916 Hamilton ONT, CAN—George Roy Israel.
 1931 New Orleans, LA—Clarence J. Casey, Sr., Joy P. Saltalamacchia (s).
 1953 Warrensburg, MO—Irvin A. Lynde.
 1959 Riverside, CA—Edwin Collins.
 1961 Roseburg, OR—Paul G. Prudler.
 1962 Las Cruces, NM—Eugenia O. Gonzalez (s), Wylie W. Cathey.
 2018 Ocean County, NJ—Alvin L. Lewis.
 2020 San Diego, CA—Harold Mendenhall.
 2046 Martinez, CA—Lawrence P. Larsen, Sr.
 2047 Hartford City, IN—George Wright, Raymond Boles.
 2078 Vista, CA—Bennie R. Mosher, Laurenza DuBois (s).
 2112 Antigo, WI—Francis Schmidt.
 2164 San Francisco, CA—Arthur B. Fabian, James J. Hill.
 2168 Boston, MA—Merle D. Collier, William John J. Tutty.
 2172 Santa Ana, CA—Edward J. Wenski.
 2182 Montreal QUE, CAN—Nicole Briere (s).
 2203 Anaheim, CA—Peter Matson.
 2205 Wenatchee, WA—Mary E. Morgan (s).
 2232 Houston, TX—Darrell Austin Davis.
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 2279 Lawrence, KS—Howard W. Linneman.
 2287 New York, NY—Albert Danelius.
 2288 Los Angeles, CA—Alfonso Berru, Sr., Ignacio C. Ocampo, Velma E. Lantz (s).
 2308 Fullerton, CA—Donald R. Vannatta.
 2309 Toronto ONT, CAN—June Veronica Edwards (s).
 2396 Seattle, WA—Arne Bendickson.
 2398 El Cajon, CA—Eloha Lopez (s).
 2416 Portland, OR—William J. Finucane.
 2435 Inglewood, CA—George C. Watson.
 2461 Cleveland, TN—Kathy Sue Thompson (s).
 2486 Sudbury ONT, CAN—Marjatta Mattson (s).
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 2949 Roseburg, OR—June Irene Trent (s).
 2993 Franklin, IN—Radford W. Holland.
 2995 Kapuskasng ONT, CAN—Hector Levesseur.
 3054 London ONT, CAN—Daniel J. Roger.
 3127 New York, NY—Leonides Nieves Rivera.
 3148 Memphis, TN—Cathey William Locke.
 3161 Maywood, CA—Carmen A. Medina (s), Pasqual Medina.
 7000 Province of Quebec LCL 134-2—Adrienne Bertrand, Conrad Payant, Rejeanne Larocche (s), Tommy Gray.

OVERHEARD ON A CONSTRUCTION JOB

"Be sharp," said the tack.
 "But, drive an honest bargain," said the hammer.
 "Be square and on the level," chorused two familiar voices.
 "Hold your temper," said the knife.
 "Keep your wits whetted," said the file.
 "But, don't grate on other people," advised the rasp.
 "It is better to smooth the way for them," suggested the plane.
 "Hold fast to all you get," spoke the vise.
 "But, don't be too grasping," advised the pinchers.
 "Hew to the line," remarked the saw.
 "Screw up your courage," counselled the screwdriver.
 "And turn your difficulties into victories," said the wrench.
 "Carve out your own destiny," advised the chisel.

—submitted by Philip Johnson, Carpenters Local 958, Marquette, Mich.

Shareholder Rights

Continued from Page 4

order to ensure that the voices of workers, as corporate owners, are heard in the corporate decision-making process. Better monitoring of the voting practices of fund managers handling pension funds is a starting point. Money managers and others with voting rights responsibilities for worker pension funds must be made to justify voting decisions. New avenues for nonmanagement shareholders, such as pension funds, to raise important corporate issues must also be created. More importantly though, the basic voting rights of corporate shareholders which are now under attack by corporate managements must be protected.

Worker Pension Funds

UBC members participate in Taft-Hartley pension funds and welfare plans with assets approaching \$9 billion dollars, and as such are major holders of corporate stock. These funds are part of the total universe of worker pension funds that totals nearly \$1.6 trillion dollars. These worker pension funds fall into three basic categories: (1) Taft-Hartley joint-trusted plans; (2) public employee pension funds, and (3) corporate plans.

The Taft-Hartley segment of worker funds is composed primarily of Building Trades' pension funds and Teamster funds. Several other major unions have a limited number of Taft-Hartley funds. Taft-Hartley

funds are joint-trusted, affording union representatives a good opportunity to exercise considerable influence in the selection of fund managers and particular investments. Public employer pension funds are characterized by boards of trustees representing employees, management and public interests, making it more difficult to influence plan investment and voting decisions. Corporation pension plans, which in a majority of instances are collectively-bargained plans on which no worker representatives serve as fund trustees, are effectively controlled by the companies sponsoring the plans. Industrial unions, whose members are typically covered by these plans, have at times attempted to secure trustee positions on the plans during collective bargaining.

The accompanying chart indicates the amount of assets held by each group of pension funds. The common feature of these funds is that the plan assets are the retirement income of workers and in the coming years will hold the balance of power in corporate America.

UBC



The UBC's views were delivered to the SEC Commissioners by Ed Durkin, director of the Brotherhood's special programs department, second from left. Also testifying, from the left, were Greta E. Marshall, investment manager for the California Public Employees Retirement Program; James E. Heard, deputy director, Investor Responsibility Research Center; and Kenneth Codlin, executive director of the State of Wisconsin Investment Board.

What Would You Buy?

Continued from Page 30

Here is how those who opted for a European vacation were divided: England and Ireland (4%), Italy (3%), France (2%), Germany (2%), all other European countries (8%). As for the rest of the world, 6% picked the South Pacific, followed by the Caribbean (5%), the Orient (4%), Canada (3%), Africa (2%), South and Central America (2%), and the Middle East (1%). Five percent said they preferred not to travel anywhere.

What type of investment do you consider the safest?

Real estate, which was first on the list, was chosen by 28% of the respondents. Next came government-secured bonds (13%), savings accounts (11%), individual retirement accounts (8%),

certificates of deposit (6%), stocks (3%), mutual funds (2%), and gold (1%).

What type of investment do you consider the riskiest?

"There was no contest here," Ms. Sekac noted: 42% said that stocks had the highest risk factor, not-so-closely followed by oil (5%), real estate (5%), buying a business (4%), savings accounts (3%), and commodities (2%).

Ms. Sekac said one question was designed to measure attitudes toward tax revision:

Do you believe you will be paying more in federal taxes, less, or about the same?

"Many people believe they will have less money with which to make purchases or take vacations," she said, noting that, while 30% feel they will pay the same and 11% think their taxes will be lower, 49% are convinced that they will have to pay more.

UBC



SIDE STEPPER



Auto and truck manufacturers no longer add running boards to the sides of vehicles coming off the assembly lines, and there are times when you'd like to "get a leg up" on the side of your pickup or your van.

A backyard inventor named Ralph Walters of Meridian, Miss., got tired of trying to reach up into the cargo area of his pickup, scratching the paint with his belt buckle, and scraping his ribs on the side panels, so he made a set of steps and installed it on each side of his truck.

Now Walters and four local investors have formed RPM Products Inc., and they are marketing the Sidestepper. Made of heavy-duty, extruded, rust-proof aluminum, the Sidestepper comes in four lengths—10", 16", 24", and 30". You can get the Sidestepper in anodized colors. For example, a black pickup might take a gold step with a silver diamond-tread step plate. Installation, we are told, is simple.

For more information: RPM Products Inc., P.O. Box 4420, Meridian, MS 39304 or telephone (601) 483-3643. There might be a local distributor.

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FASTER FLAT BIT



The Irwin Co. has introduced the Speedbor® 2000 flat bit. The new electric drill wood bit will bore twice as fast and last three times as long as conventional flat bits, according to the manufacturer.

With a patented new design, the Speedbor 2000 features a micro-grooved point and extended spurs on the cutting edge. These elements enhance the longevity of the bit and allow for faster, cleaner boring.

The Speedbor 2000 comes pouched and is available in 17 sizes, ranging from 1/4 inch to 1 1/2 inches.

The Irwin Co. pioneered the development of the flat bit under the name Speedbor® 88 and Speedbor® "88-Plus."

For more information about the Speedbor 2000, contact Pat Payne, product manager, Hole Boring Tools, The Irwin Co., 92 Grant Street, Wilmington, Ohio 45177, or call (513) 382-3811.

CEMENT SLATE



Eternit, the world's largest manufacturer of mineral-fiber reinforced cement panels, has announced the introduction of a rigid, fiber-reinforced cement slate. These architectural roofing slates are non-combustible and contain no asbestos. They are appropriate for new construction as well as remodeling. The blue-black slates can also be used for fascias, mansards, and facades. They enhance both residential and commercial structures. The slates, available in either a smooth or textured finish, carry a 30-year, non-prorated warranty.

Call or write for a color brochure: Eternit Inc., Village Center Drive, Reading, PA 19607. 1-800-233-3155 (In PA 215-777-0100).

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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Poverty, Idleness, Drugs, Crime, Or Paying Jobs?

A child learns moral and social values in a happy, economically secure family

From time to time I've read that certain sociologists and psychologists say that there is no connection between poverty and crime, that people are going to commit crimes in good times and in bad times. It's in the genes, some say.

I'm not sure I agree with that.

I don't have the statistics in front of me, so I don't know how today's crime statistics compare with those of the 1950s and the 1960s when we had relatively good economic conditions and less poverty, but we are told by the U.S. Department of Justice that today 25% of American households—one out of every four—is "touched by crime" each year. This might be through car thefts, burglaries, larceny, or any number of violent crimes. These crimes touch households of all races, we're told. In fact, in 1985 (the most recent year for such statistics) 26.5% of black households were affected, and 24.8% of white households were affected.

That's a sad commentary on social conditions and law and order in America.

Abraham Lincoln once said that, inevitably, we'd always have some poor people among us. In the same way, I suppose mankind will always have some criminal elements.

When I was growing up in New York City back in the 1920s and 1930s there were places like the Lower East Side and Hell's Kitchen that you walked through very carefully. Today there are areas in the Bronx and Harlem where you wouldn't be alone on a dark street or up an alley at many times of the day. Other cities

have other areas of high crime. According to a popular song, "Mac the Knife" hung out on the south side of Chicago. There used to be an expression: "He was born on the wrong side of the tracks."

In each case, the notorious crime area was also an area of relative poverty. It certainly wasn't Westchester, Oak Park, or Nob Hill.

My point is that, regardless of what some sociologists and psychologists contend, poverty breeds crime. Idleness among the able-bodied young men in our inner cities breeds crime. Unfortunately, this idleness, compounded by the availability of drugs, breeds increased crime.

The situation is also complicated today by the fact that our penitentiaries are bursting at the walls with inmates—bitter, hardened criminals who are not being rehabilitated and may never be. In many courts of the land, the dockets are so crowded that many who are charged with petty crimes are released through plea bargaining and probation and may never be penalized for their crimes and misdemeanors.

One conservative writer recently suggested that poverty is not the root cause of crime and that the opposite is true . . . that crime breeds poverty. I would certainly agree that the person whose welfare check is stolen becomes poorer. And I agree that the man who robs because he has a \$100-a-day heroin habit is certainly a deprived individual, and poor in every sense of the word. In the long run, job creation is more important in reducing poverty than additional and costly police protection in the inner cities.

I will concede that some measures taken to reduce poverty have not worked. Some public housing and "model cities" programs of the past have become graffiti-covered slums.

In a publication called *Policy Review* the National Institute of Justice describes the deterioration of a neighborhood into poverty and crime:

Neighborhood deterioration usually starts with an increased sense of vulnerability. Commerce slows; people stay off the streets in the evening, alarms and window bars proliferate, going-out-of-business sales in-

crease, while the quality of merchandise declines and prices rise. Buildings get shabbier and some are abandoned. Investments and loans dry up. Disorderly street behavior increases. Those who can afford it move out; schools deteriorate, and the whole community slides into economic and social decline.

In this same sense, crime does create poverty, but let's look further.

It seems to me that the primary solution to the twin evils of crime and poverty is a general improvement in the quality of living and less class distinction in our society between the very poor and the super-rich.

It all goes back to jobs and purchasing power. More attention to repairing the nation's deteriorating infrastructure might be one way of putting people back to work.

It's a well-established canon among social scientists that the family is the primary agent for influencing an individual's moral and social values. The lack of a family structure may influence an individual's tilt toward crime. The strength of a good family should bring about proper social behavior. Children growing up today in broken homes are often unprepared to meet the shocks of today's job market.

The United States was once the world's leading economic power, but it now spends less of its collective wealth on maintaining jobs and insuring the quality of life than any other industrialized nation. Most Americans are worse off today than they were 15 years ago.

A New York writer stated recently that television creates a world of personal isolation and presents a glittering world on the screen which does not exist in real life. Millions are lulled into accepting the dream world of television, even though they know that privately things are not well off.

The truth is that millions of Americans and Canadians are still unemployed. The number of "discouraged" workers—those who have used up their jobless benefits and are still looking for jobs—is well over a million. The number of involuntary part-time workers, those who want fulltime jobs but can't find them,

rose from 3.5 million in 1979 to 5.6 million in 1985. So what we actually have in the United States is approximately 15 million Americans either unemployed or underemployed—far more than the 8.3 million reported to be officially out of work.

I read in a newspaper the other day that the City of New Orleans is one third above the national average in unemployment because of a depression in the domestic petroleum industry. The newspaper also reported that crime in the city has increased. These twin conditions may evolve in other cities of North America if unemployment funds run out and people become desperate for jobs.



PATRICK J. CAMPBELL
General President



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For John

A poem by Linda McCarthy, wife of John McCarthy of Local 218, Boston, Mass., dedicated to John and to "thousands and thousands just like him."

He builds things.

He makes them strong, or straight, or
safe,
or square or right.
Like sturdy stairs,
or skeletal halls,
or framed up walls,
he nails them tight.

He hammers things.

He measures and judges and splits and
saws.
He tears apart other peoples flaws.
Sometimes he splinters and breaks. . . .
Lots of the time he just aches.

He sees things.

Like plans and lines and notes in his
head.
He makes little marks with pencil lead . . .

(flat white pencil from lumber yards—
with advertising like business cards.)
He counts and weighs and oversees,
he tears through pockets,
and wears through knees.

He hears things . . .

like steel on wood, or dogs in the street,
or bees near his head, or mice near his
feet.
Like traffic and drills and chisels on
stone—
. . . or the sounds of himself
when he's working alone.

He carries things.

Like tools and tapes and 2 by 4's.
And chalk and heavy awkward doors.
Like shoveled dirt and cinder blocks,
cement, and sand, and unearthed rocks.

He trusts things,

like staging hung by other men,
and ladders with missing rungs . . .
and unseen things that could hurt his
eyes,
and dust that could find his lungs.

He tolerates things . . .

like scorching sun too hot to bear,
and blistered shoulders and sawdust hair.
And dealing with people who don't give a
damn.
And brown bag lunches of cheese and
ham.
And coffee gone cold, and snow crusted
gloves,
and giving up so much of all that he
loves . . .
he tolerates things.

He loses things.

Like money and patience and time and
sleep,
and dreams that could be important to
keep.
He loses his temper, but not very much—
and sadly sometimes, he loses touch
with people and feelings
that should be close. . . .
. . . it's then, I suppose, that he loses the
most.

He wears things.

Like leather boots with hard steel toes,
and tar, or mud, or paint on clothes.
And cuts that bleed a little while,
but when he's home, he wears a smile
that almost seems to melt away
the work that wears on him all day.

He honors things.

Like truth and pride
and promises made.

Like meeting deadlines, or debts to be
paid.

He loves his son, and daughters and
wife . . .

he respects himself and believes in his
life.

And. . . .

He builds things

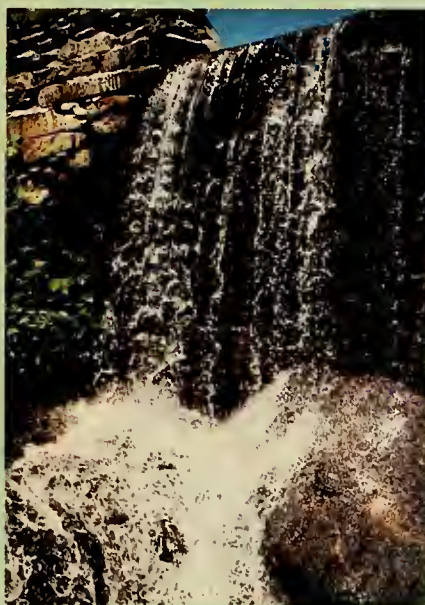
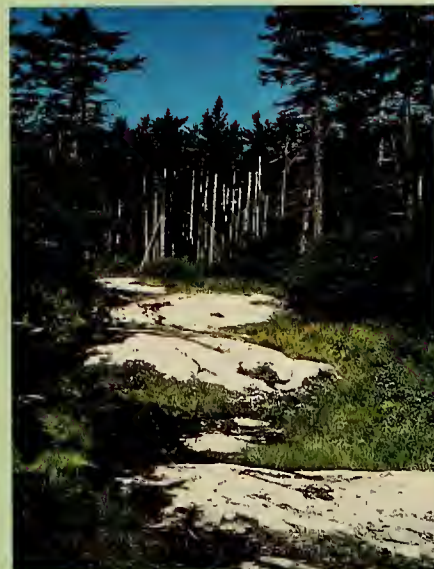
like tomorrows and hope and a home
secure,
he's my husband and friend . . . he's a
carpenter,
and he builds things.

March 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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Patrick J. Campbell

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THE COVER

Spring will blossom officially at 10:52 p.m. Eastern Standard Time on Friday, March 20.

Since the world began, the vernal equinox has occurred at precisely the moment the sun crosses the Equator. As the tilted earth continues its journey around the sun, more light falls on the Northern Hemisphere. The days become increasingly warmer and longer, the National Geographic Society says.

The first day of spring may not be a spring day, however. In many parts of the United States, March is a blizzardy, blustery month.

Spring life returns north at a leisurely pace of about 15 miles a day. Like an invisible stream, the season flows across the countryside, filling valleys, and climbing into hills. Little by little it captures all but winter's last redoubts on high icy peaks.

Some plants thrust up from thawing soil to greet the verdant season. Crocus and skunk cabbage are among the early risers.

Other plants do more than sprout. The oval fronds of aquatic duckweed, submerged all winter, fill themselves with buoyant gas and pop to the surface to greet the new season.

As foliage opens, insects appear. Later, flowers seed, lawns turn green, and the land seems gluttoned with food resources.

The rich banquet of reemerging plants and insects tempts billions of birds back north from winter habitats. Studies suggest that birds make use of environmental signs—warming temperatures or the onset of green after rain, for example—that herald the coming of good feeding conditions.

—Photograph at upper left and three at far right by Scott Kramer. Crocuses in snow by W.H. Townsend. The barn and boat photographs are by Steven J. Danielczyk.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





**Look, my comrades, see the union
Banners waving high;
Reinforcements now appearing,
Victory is nigh.***

BANNER BRIGHT

When labor marched a century ago, it marched with a flourish and a roll of drums seldom seen today. Large, silken banners, elaborately painted, displayed union slogans and emblems. Union members wanted their bosses to know that they were forces to be reckoned with when push came to shove.

The parading of banners was a tradition which went back to the earliest labor demonstrations in Europe. At a May Day march in London in 1896 it was claimed that trade union banners valued at more than 20,000 English pounds were displayed in the line of march.

Some of the banners illustrated the dangers of the trade—a construction worker falling from a high scaffold or a railway worker crushed between two trucks. Others painted a romantic picture of a better life to be gained by unity and reason.

Each banner was followed by the workers of the organization, and most were led by marshals wearing elaborate sashes. Once the parade was over, the banners were displayed in the union hall or furled and stored for the next display.

Today, many local unions of the United Brotherhood preserve such banners and hang them in places of honor. Though they have been replaced by paper placards and broadcloth streamers in most labor demonstrations today, traditional silk banners are still colorful

Continued on Page 4

1. One of the many unions serving the construction workers of Great Britain in the 1920s was the National Builders' Labourers and Constructional Workers Society, which evolved from the United Builders' Labourers' Union founded in 1889. The banner at right of the Camberwell Branch, made in 1921, featured the 100-pound (English coinage) disability payment available to union members. The slogan "Labour Conquers All Things" on the Camberwell banner is the English translation of the Latin phrase on the United Brotherhood's own slogan, which you'll find on the UBC emblem: "Labor Omnia Vincit."

2. The executive committee of the London United Trades Committee of Carpenters and Joiners assembled for a picture during a 1891 strike. Note the emblem on the union banner, which contains some of the same motifs as our UBC emblem—the dividers and the square emblazoned on a shield. This was the emblem of the Carpenters Guild of the Middle Ages, founded at least 300 years earlier. The dividers and square also appeared on the emblem of the Carpenters Company of Philadelphia in 1724. It was at Carpenters Hall that the Continental Congress met during the American Revolution.

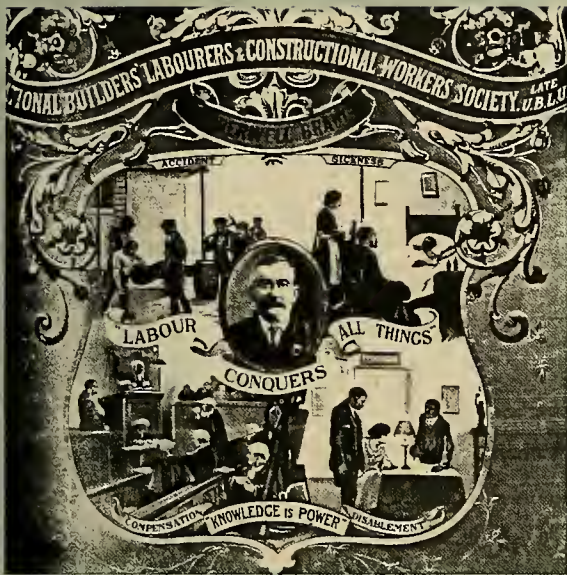
3. The banner of the Surbiton Branch of the National Builders Society of Great Britain. It, too, features the 100-pound disability payment available to members and the promise of union support in the case of industrial injury. This union eventually amalgamated in 1952 with the Amalgamated Union of Building Trade Workers, which in turn became part of the Union of Construction, Allied Trades and Technicians in 1971. It was the latter union which sent its assistant general secretary, J. Hardman, as a fraternal delegate to the UBC general convention in Toronto last year.

4. In 1960—100 years after its founding as the Amalgamated Society of Carpenters and Joiners of Great Britain—the Amalgamated Society of Woodworkers created a new parade banner, shown above. The author of *Banner Bright* describes the two figures in this modern-day banner as "strangely crude and perhaps demonstrating that the art of the banner painter is beginning to die." Note that this banner also contains a shield with the square and dividers.

5. A picture of Ernest Bevin, one of the most powerful British trade union leaders of the 20th century, appears on a banner of the Dock, Wharf, Riverside and General Workers Union. As a young man, Bevin was a carter (what we call a teamster). In 1910 he led his carters union into the Dock, Wharf, Riverside and General Workers Union. He later became the first general secretary of the British Transport and General Workers Union. He eventually became minister of labour under Winston Churchill during World War II and Great Britain's foreign secretary when Clement Attlee formed his Labour Party government in 1945.

6. Colorful sashes were the order of the day when many unions paraded decades ago. Though the custom has faded, some unionists still wear sashes in Labor Day observances in North America. This picture shows members of the Amalgamated Union of Building Trades Workers of Reading standing before the branch banner during the 1920s. The picture was taken on a Sunday morning, and branch members were dressed in their Sunday best.

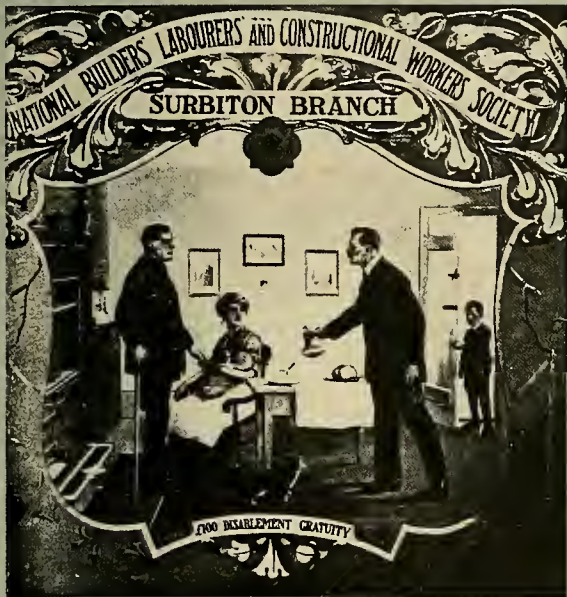
* Originally a song of the American Knights of Labor in the 1880s, "Storm the fort, ye Knights of Labor."



1



2



3



4



5



6

Banner Bright

Continued from Page 2

additions to some modern parades.

Over the years, trade union banners have presented a visual history of worker struggle and progress. Today, many of the banners are relics of the past stored in damp cellars and the closets of meeting halls.

John Gorman, a member of the Sign and Display Trades Union of Great Britain and son of a member of the Amalgamated Society of Woodworkers and the Union of Construction, Allied Trades, and Technicians, began, many years ago, to preserve the banners in pictures and story, and in 1973 his book, *Banner Bright*, was first published. Last year, a new edition was issued, and we received an advance copy, thanks to Jimmy Hardman, general secretary of the Construction Workers of Great Britain and Ireland, a fraternal delegate to our general convention in Toronto last October. The illustrations on Page 3 are from *Banner Bright*. **UBC**



Many local unions of the United Brotherhood still carry on the tradition of showing their banners on special occasions. Members of the Western Pennsylvania District Council held their banner high among the placards of other unions at a recent demonstration of 45,000 Pittsburgh trade unionists protesting open-shop construction. Shouting "We want work," the Building Tradesmen marched past local nonunion construction projects, including the renovation of the old Pennsylvania Railroad Station. Photograph from Press Associates Inc.



A banner displaying the portrait of Peter McGuire, founder of the UBC and Father of Labor Day, was mounted on a Jeep and borne down the streets of New York City on Labor Day in the 1940s.



The Brotherhood's emblem and its name in French appeared on a banner during a labor demonstration in Quebec in the 1890s. Photograph from the Public Archives of Canada.



This was a demonstration for the eight-hour work day in New York's Bowery in 1872. The eight-hour day was not achieved until almost 15 years later, when Carpenters led the campaign to victory. Illustration from AFL-CIO News.



On July 4, 1916, the American Federation of Labor opened its headquarters at 9th Street and Massachusetts Ave. in Washington, D.C. The Machinists' banner, shown here, was among many displayed. Photograph from AFL-CIO News.

UBC's National Health and Welfare Plan Gathers Support

Participation in the United Brotherhood's National Health and Welfare Plan continues to grow. Launched in January 1986 to increase the health and welfare options available to Brotherhood members, the Carpenter's National Health and Welfare Fund has steadily won support from union and management representatives.

The plan supports a full range of health and welfare benefits, including member life and accidental death and disability insurance, as well as coverage for hospital expenses, surgery, anesthesia, laboratory costs, x-rays, and doctor visits for members and their dependents. The plan will even pay for a second opinion when surgery is recommended. Maternity is treated similar to any other disability under the Brotherhood's plan.

The exact amount of support and coverage provided under the National Health Plan depends upon the employer contribution negotiated by participating locals. At present five different options are offered, with employer contributions for nonconstruction funds ranging from \$.55 to \$1.35 per hour (slightly higher for construction funds).

Participants currently eligible under a health and welfare plan negotiated by a United Brotherhood affiliate are eligible for benefits as soon as contributions are received. New construction participants are eligible after completing 300 hours work in any three month period, while nonconstruction participants are eligible after completing 450 hours of covered work.

Protection from Work Fluctuations

United Brotherhood members are protected from changes and fluctuations in employment under the National Health Plan. An "Hour Bank" account is established for each member of the plan. For each hour of covered work, an hour is credited to the account, up to a total of 300 hours for construction workers and 450 for nonconstruction workers. The account is charged 100 hours (for construction members) or 150 hours (for nonconstruction members) for each month of National Health Plan coverage. A member's eligibility for coverage ends only when his Hour Bank balance falls below 100 for construction members and 150 for nonconstruction members.

As further protection, members in erage due to lack of work may add hours to their Hour Bank account by making the equivalent of the employer contribution themselves. If coverage under the National Health Plan does end, the member has the option of converting to an individual policy issued by the plan's insurance underwriter, The Union Labor Life Insurance Co.

Benefits of Participation

The Carpenters National Health and Welfare Fund offers several advantages to participating locals:

Better Benefits at Lower Cost—Numbers are important when it comes to insurance. The more people covered by a policy, the better the terms that can be negotiated. Because the Carpenters National Health and Welfare Plan combines the buying power of union mem-

bers from all across the country, it can negotiate good coverage at a low rate. Creation of the National Health Plan allows us to turn the tables on the insurance industry and to force them to compete for our business on our terms. The result is better coverage and higher group discounts. As the number of local unions and local benefit plans participating in the Carpenters National Health and Welfare Fund grows, so too will our collective bargaining power.

Lower Administrative Costs—Participating locals find that many of the time-consuming administrative details associated with benefit management are now handled by the National Health Plan. This frees up staff for other tasks and reduces the administrative burden at the local level. As a consolidated nationwide plan, the National Plan can also make use of the latest in claims processing and administrative technology to reduce administrative problems and costs even further.

Increased Union Identification—Members receive health and welfare benefit as a result of union representation through the collective bargaining process. And yet, in far too many cases, the employer gets the credit. Participation in the Carpenters National Health and Welfare Fund can help change that. Benefit checks clearly identify the source of the benefit. They provide tangible proof of the value of union membership and reinforce union solidarity and identification. In an era when our union is under increasing attack, this can make an important difference.

Union Label Insurance

The benefits provided by the Carpenters National Health and Welfare Fund are underwritten by ULLICO an independent, union-owned insurer with more than 60 years of experience in the group insurance area. Participating locals are thus assured of 100% union label coverage, with the National Health Plan's staff handling the administration and ULLICO and its experienced staff providing the professional insurance expertise and backing needed to keep the plan on a solid footing.

For more information about the Carpenters National Health and Welfare Fund, contact First General Vice President Sigurd Lucassen at 202/546-6206.

UBC Members On Saturn Project Covered by Plan

The General Motors Corp. is building a \$3.4 billion automobile plant near Nashville, Tenn., known as the Saturn Project. Satellite industrial plants surrounding Saturn are expected to cost \$3 billion more.

General contractor for the huge project is the Morris-Knudsen Co., and there are 22 subcontractors, many employing members of Carpenters Local 223 and Millwrights Local 1544, both of Nashville. The AFL-CIO Building Trades signed a project agreement with Morris-Knudsen in November 1985, and the project is expected to reach its peak employment level next fall when approximately 3,000 workers are on the job.

To protect UBC members, Brotherhood representatives negotiated an agreement with the general contractor for participation in the UBC National Health and Welfare Plan. More than 80 members now employed on Saturn are already eligible for coverage. More will be eligible as the work progresses. Some members of Local 223 were previously covered by a plan arranged with the Tennessee Valley Authority. These members, too, now will enjoy the benefits and the reciprocity provisions of the UBC National Health and Welfare Plan.

Washington Report



NEW BENEFIT REGULATIONS

The U.S. Department of Labor has proposed revisions to the annual reporting and disclosure regulations affecting employee benefit plans.

The proposed regulations would reduce the reporting and disclosure burden to plans, especially small plans with less than 26 participants, filing the Form 5500 Series under the Employee Retirement Income Security Act of 1974.

The regulations are necessary to update the current rules to reflect changes in the annual reporting requirements.

Included in the proposal is an amendment to raise the threshold for reporting transactions involving plan assets from 3% to 5%. It also would require that filers of the Form 5500, with 100 or more participants, report certain information about service providers and trustees on a new Schedule C attachment to the form.

If adopted, the amendments would be effective for reporting for plan years beginning on or after Jan. 1, 1987.

LABOR DEPARTMENT JOB AID

President Reagan's Fiscal 1988 budget request for the Department of Labor calls for new initiatives to help dislocated Americans and disadvantaged youth secure jobs in a changing economic climate.

President Reagan's budget proposes a new Worker Adjustment Assistance Program to respond to dislocation pressures triggered by international competition, technological change, economic shifts, and changes in consumer preferences," according to Secretary of Labor William E. Brock.

Under this proposal, the existing Trade Adjustment Assistance and Job Training Partnership Act dislocated worker programs would be merged and expanded in a single, integrated program of counseling, job search, basic education, literacy, and skill training.

Budget authority of \$980 million will be requested for the program which will serve an estimated 700,000 dislocated workers.

The second major legislative proposal would create a program to target training, education, and

support services to youth most in need—those from households receiving Aid for Dependent Children.

Under the \$800-million proposal, the existing summer youth job program would be restructured, giving localities the option to conduct year-round programs, summer programs, or a combination of summer and year-round efforts for AFDC youth.

In addition, Brock said, "The budget provides adequate resources for the full range of other Labor Department responsibilities such as job safety and health and employment standards."

BANK FAILURES ON RISE

A post-Depression record 138 U.S. banks collapsed during 1986, federal regulators say, with most of the failed institutions in economically troubled oil and farm states.

And nearly one of every 10 banks nationwide is considered to be in some kind of financial trouble by the Federal Deposit Insurance Corp.

The agency said 1,484 banks as of mid-December were on its list of troubled institutions needing special monitoring out of the 14,948 banks whose deposits are insured by the FDIC.

During 1986, Texas had 26 bank failures, the most of any state, followed by 16 in Oklahoma, 14 in Kansas, 10 in Iowa, and 9 in Missouri. California and Louisiana had 8 failures each; Colorado and Wyoming, 7 each; and Nebraska, 6.

"Economic performance has not been favorable for all sectors of the economy," FDIC Chairman L. William Seidman noted in recent congressional testimony. "The agricultural and energy sectors have been exceptionally weak and are in the midst of a painful adjustment process."

Mr. Seidman said many banks were reluctant or unable to diversify their lending and thus were more vulnerable to economic woes in oil and farming.

PAY RAISES DECLINE IN '86

Wage and salary increases last year averaged 3.5%, down from 4.4% in 1985, as more employers heaped year-end bonuses on their workers in lieu of larger pay raises, the government reported.

Continuing a trend begun in 1983, nonunion workers won larger percentage increases, 3.6%, than union members, 2.1%, the Bureau of Labor Statistics said.

But because the weekly income of union members is about 33% more than that of full-time, nonunion workers, there was little indication the dollar gap between them was narrowing significantly, BLS analysts said.

Figures on the dollar differences between union and nonunion wages are not yet available for 1986. But in 1985, according to Labor Department statistics, median wage earnings were \$419 per week for union members, compared with \$315 per week for nonunion workers.

In private industry, pay increases averaged 3.2% last year, compared with 3.9% in 1985. But manufacturing workers this year outpaced those in the rapidly expanding service sectors of the economy.

In 1985, wage increases for service workers averaged 4.4%. This year raises fell to 3.2%. Manufacturing workers, meanwhile, saw their paychecks increase an average 3.3%, the same as in 1985.

The Social Security 'Notch'

Nobody's being cheated. An earlier mistake was corrected, we're told. Fixing the 'notch' could jeopardize benefits for future retirees.

Retirees under U.S. Social Security who were born between 1917 and 1921 are being told that they are "notch babies" and that they are being cheated out of Social Security benefits.

In recent weeks the General Office has received letters and telephone calls from members wanting to know what it's all about.

To answer their questions, we have checked several reliable sources in Washington, D.C., and come up with these answers:

We are told that nobody's being cheated and that, unfortunately for the Social Security Fund, some earlier retirees were "overpaid."

The National Council of Senior Citizens tells us that the confusion goes back to 1972 when Congress made a very expensive mistake in setting the formulas for computing Social Security's first automatic cost-of-living adjustment. That law also adjusted Social Security benefit tables to guarantee that benefits for future recipients would increase automatically. This combination of actions unintentionally overindexed benefits, with some getting far higher benefits than was ever intended. Left unchanged, these benefit levels would have bankrupted the system, according to some financial experts.

In 1977, Congress decided to fix its mistake. The lawmakers did not want to lower the benefits of workers who had already retired, nor did they want to bankrupt Social Security by continuing to pay those mistaken high benefits.

Instead, Congress devised a plan to gradually lower the replacement rates over five years for future retirees. Those five years are the so-called "notch" years.

As a result of this Congressional correction, two workers with equal wage histories and records of paying Social Security taxes can receive different benefits if one was born in 1916, for example, and the other in 1917. Under the transition formula, the benefit granted to the worker born in 1917 would be lower, assuming that all other elements are equal. The accompanying chart, supplied to us by the American Association of Retired Persons, shows some of the decreases since the new formula took effect.

Wilbur Cohen, former secretary of Health, Education and Welfare and one of the nation's foremost Social Security advocates, told the American Association of Retired Persons, "The fact is that no one is being dealt with unfairly. Just because someone else gets more than you does not mean that you're getting less than you should."

"Those born between 1917 and 1921 receive quite equitable benefit amounts, especially if you consider what they paid into the system and the increases they've received from annual cost-of-living adjustments."

The problem is that many of those who retired in the late 1970s and early 1980s (those born in 1915 and 1916) receive higher benefits than were intended; the "notch babies" receive an actuarially correct amount.

At that time, the Carter administration and some senior-citizen organizations supported a 10-year transition. However, Congress adopted instead a five-year phase-in.

So, there are now three benefit formulas to consider:

- the "old" benefit table that applies to those born before 1917;
- the "new" formula that applies to all those born after 1916;
- the "transition" formula, adopted by Congress in 1977 to ease the change from

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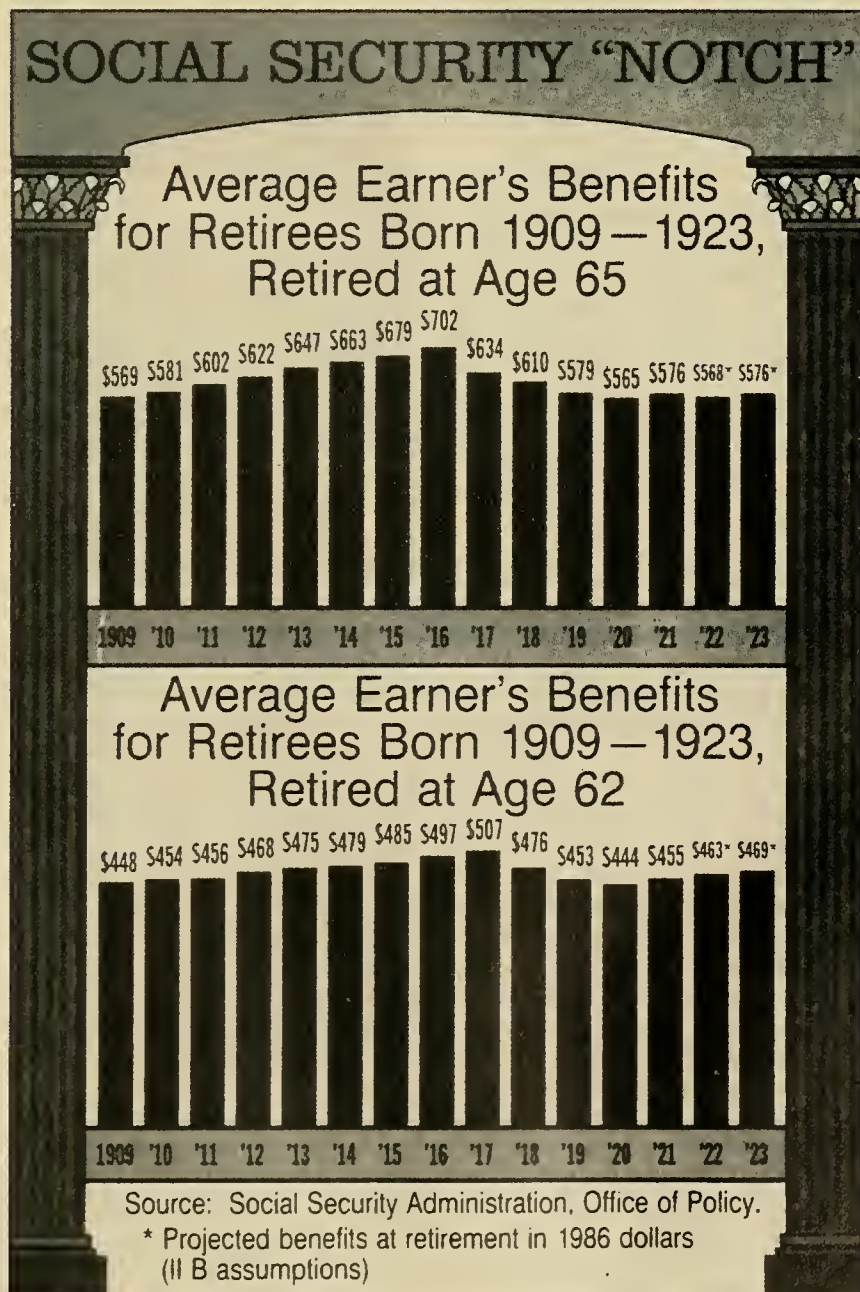
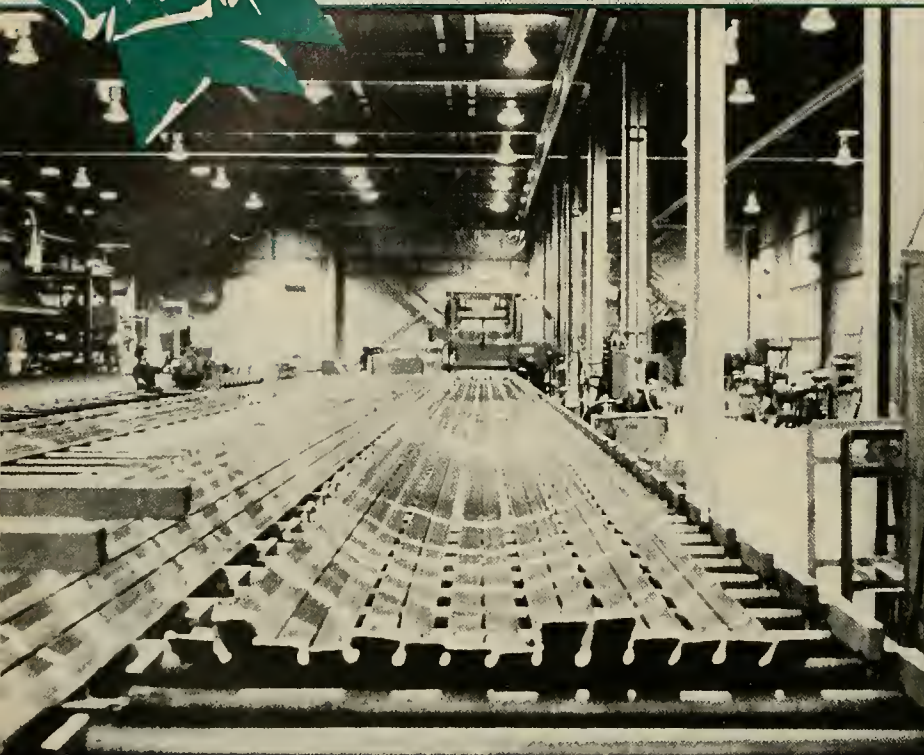


Chart courtesy of AARP News Bulletin



Local 1693 Millwrights Win SC & RA Award with Extruder-System Installation 'Done the American Way'



Ladder rails move down the assembly line at the Franklin Park plant in an early test of the completed extrusion system. Millwright skills proved micrometer true.

Nobody working on the project was out to win an award, but the skilled Millwrights of UBC Local 1693, Chicago, Ill., did such a good job of installing German-made, high-tech machinery in a local ladder and scaffolding manufacturing plant that their work couldn't be ignored.

The Specialized Carriers and Riggers Association decided that their Taft Contracting Company installation of Alhaus equipment at the R.D. Werner Company plant in Franklin Park was the 1986 "Millwright Job of the Year." Taft officials who were presented an award at the SC & RA's recent convention at Hilton Head, S.C., praised the work of its Local 1693 millwright crew as outstanding. The job was accomplished "the American way," and not in the way that German millwrights and engineers might have done it, they told Convention delegates.

This is the way John Bianchi, Taft's general superintendent, explains the difference:

"We installed this very long extrusion line complete and with precision. The overall leveling requirement for this line was within three millimeters. There were internal tolerances through part of the line that were one-half millimeter.

"While I don't want to sound overly modest, that's the reason people choose Taft. We can do this kind of job.

"That's not to say everything goes smoothly all the time. At one point during the job, we would install a day's work, then level it. When we started the next day's installation, we took readings and found that yesterday's work was no longer level.

"In Germany the crew would go back and level what had already been installed before proceeding. American industry today, however, uses what is called 'fast track' installation methods. We were installing half of the equipment, while the other half of the concrete was being poured.

"We know that new concrete foundations and footings settle at a rate of

.015"/day for six to seven days, following an initial setting time of five days. So we scheduled installation to begin five days after the concrete was poured. As the line was installed, we leveled to a good approximation and went on with the remainder of the installation. Once the whole line was in, we went back and re-leveled to precision tolerances.

"Our method allowed us to take advantage of the natural curing time of the concrete. If we had used the German methods, we would not have been able to begin the installation until at least a week later. In 'Yankee lingo' that's a week of production capacity that's not available. That costs the customer money."

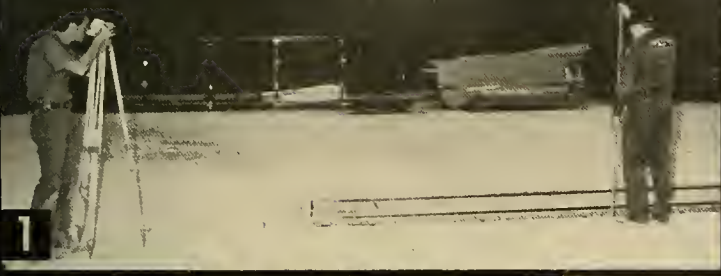
The job-site demands on a millwright are heavy. A typical American engineered and manufactured project comes with complete drawings and all fitting parts. A typical European project works with on-the-spot decisions made by the craftsmen. It is their decision as to how to make connections and fittings.

The R.D. Werner Company, a major manufacturer of ladders, scaffolding, and similar industrial equipment where the prize-winning Taft job was completed, had been purchasing its aluminum components from other manufacturers. The company decided to set up its own extrusion system to produce its own extruded parts. Almost 30 millwrights worked on the job over a period of three months.

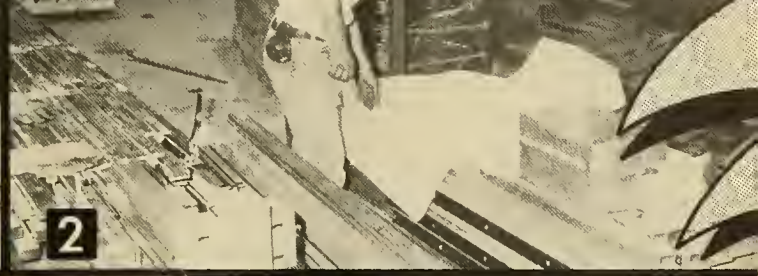
"This job was a perfect example of the kind of unexpected situations our people have to resolve all the time," explains Taft Executive Vice-President Joe Gaynor. "I was a millwright myself; and, although the machinery and tools have gotten more complex, it's still the people on the job who put it all together. Our people have worked on so many different kinds of jobs that they seem to have a sixth sense about the way things work and why they are designed a certain way. This level of experience and understanding, combined with the basic skills of our trade, add up to what used to be called Yankee ingenuity."

The millwright's job is continually changing. From the days of peg and

Continued on Page 38



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Getting the job done . . .

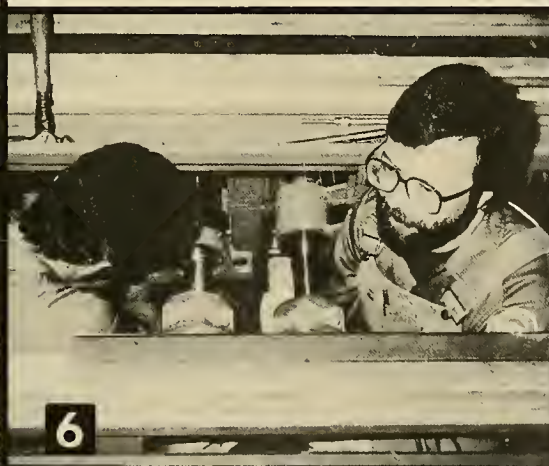
1. The job began with Chicago millwrights taking their first set of measurements.
2. Before beams could be set in place, a member of Local 1693 checked the drawings one last time.
3. Two working partners set a beam in place.
4. Level on the floor doesn't necessarily mean level eight feet up. Another check is taken.
5. Two Millwrights mount a rack and pinion with the bearings.
6. Working in close quarters is not always comfortable, but the work is accomplished.
7. The equipment is large, but the adjustments are tiny.
8. The Local 1693 members assemble for a coffee break.
9. A view of a portion of the Werner assembly line, with more equipment to come.



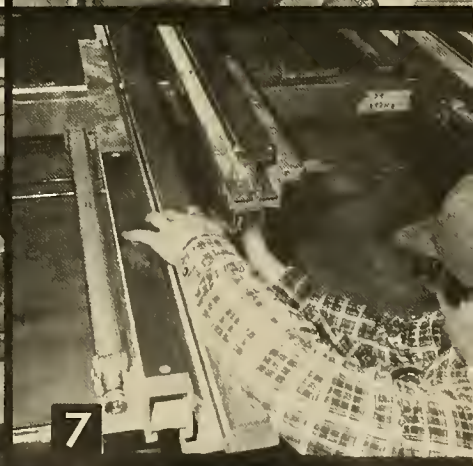
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Ottawa Report



UNSAFE WORK REFUSAL RIGHT

Employees who use their right to refuse unsafe work should be paid for the time they're off the job, the Law Reform Commission of Canada has said in a paper on workplace pollution.

The commission said the right to refuse unsafe work has little impact and may pit employees against one another unless there's a provision for payment of wages while they're off the job.

It said there were 854 fatal on-the-job accidents and more than half a million disabling accidents or work-related illnesses in Canada in 1982.

The working paper indicated these figures are only the tip of the iceberg.

The most conservative studies indicated there were 1,600 work-related cancer deaths a year in Canada—700 of those in Ontario.

Yet only 95 such deaths were reported to the Ontario Worker's Compensation Board in one recent year and only 44 resulted in compensation.

Many metals and chemicals used in the workplace posed long-term threats to the health and life of workers.

The commission recommended Parliament pass legislation to deal with cases in which employers do things which risk injury or illness to employees.

It said the right to know what dangers they're facing in the work place should be built into the same law allowing employees to refuse unsafe work.

LOW IN SOCIAL SPENDING

In trying to justify cutbacks in social program spending, the federal Conservative government keeps saying that it just cannot afford to fulfill people's expectations in that area.

A report, released by the International Monetary Fund, indicates just the contrary. It shows that in fact Canada is one of the lowest spenders on social programs among the West's biggest industrial countries. As a result, it adds, Canadians may have less than others to worry about in paying future bills on such programs.

Canada's ratio of government spending on pensions is the lowest of all the members of the so-

called Group of Seven—Canada, the U.S., Japan, West Germany, France, Britain, and Italy—the report from this ultra-conservative agency revealed. In both France and Germany, the average pension benefit from government is about double the \$3,702 (U.S.) paid in Canada.

The Canadian government's social spending ratio—20.2% of gross domestic product—was third lowest of the seven countries in the 1980 base year.

Many of Canada's social programs, moreover, are indexed to prices, whereas in other countries these are linked to wages, which tend to rise faster and push up the cost.

The lowest social spender is the United States.

END CORPORATE TAX BREAKS

Corporate tax breaks cost the federal government \$10 billion a year in foregone revenue, the New Democratic Party pointed out in a report on Tax Probe '86. The corporate tax breaks are a major factor in the escalating federal deficit, according to the NDP study.

"Corporations must begin to pay their fair share," added Michael Cassidy (Ottawa Centre), the NDP finance critic, "We must study new ways to make sure that public monies produce new jobs and not just higher profits."

Key findings of Tax Probe '86 include the following: A total of 79,000 profitable corporations paid no corporate tax in 1983; 64 of these each earned profits of more than \$25,000,000. The corporate share of income tax will drop to almost 20% by 1990, down from 25% last year and 35% in 1970. In this same period, the share paid by individuals and families has increased. Foregone revenues from corporate tax breaks total \$10 billion a year. The tax burden of small businesses with assets of \$1,000,000 to \$25,000,000 is almost twice that of corporations with assets of more than \$25,000,000. A recent Employment and Immigration study showed that a personal tax cut would create five times as many jobs as a corporate tax cut of the same size.

ONTARIO ARBITRATION DISPUTE

Four Ontario nursing homes have lost a court challenge of the Ontario law that bans strikes and lockouts at any provincially-licensed nursing home.

The homes had argued that compulsory arbitration in disputes with their employees had resulted in pay deals that were too high.

After hearing two and one-half days of argument from lawyers for the homes, Associate Chief Justice Frank Callaghan announced that he and two Divisional Court colleagues were in agreement that the challenge "must be dismissed."

"It's obvious to me that you can't just leave the elderly out in the cold in the middle of the winter," Justice Patrick Galligan said.

The homes' lawyers had contended that Ontario's Hospital Labor Disputes Arbitration Act, passed in 1965, is unconstitutional at least insofar as it purports to apply to their clients.

The challenge was opposed by both the Ontario Government and the Canadian Union of Public Employees, but when the court decided no case had been made by the applicants, the Government and CUPE lawyers didn't have to speak.

Membership Actions, Economic Power Producing Results in American Express Campaign

Aggressive publicity actions and support by UBC members nationally have produced significant results in the year-long American Express campaign. In late January, a project agreement was signed on a \$25 million hotel being built in Atlanta, Ga., by American Express affiliate Robinson-Humphrey. Charter Builders, the project general contractor and a large nonunion contractor in Atlanta, signed an agreement with Local 225, Atlanta, Ga., which assures the hotel's construction will be done union.

On another Robinson-Humphrey job in Atlanta, E.L. Thompson, a union contractor, was called in to replace the Austin Co., a nonunion contractor from Austin, Tex. The Austin Co. had originally secured the contract to do the interior work on a new office building but was removed after the Brotherhood began to focus public attention on the Atlanta projects.

New Job Goes Union

American Express also announced the selection of Continental Heller Inc., a union general contractor based in Sacramento, Calif., to build its new credit card facility in Phoenix, Ariz. The \$35 million structure is similar to the American Express facility built in Greensboro, N.C., by nonunion general contractor Carlson Builders Inc. of Atlanta. The use of Carlson Builders by American Express on the Greensboro project prompted the Brotherhood's consumer boycott of American Express. Carlson was in line for the Phoenix project since they had done the design work on the building, but they recently were dropped from consideration as general contractor apparently

A union contractor, E. L. Thompson, has put members of Local 225, Atlanta, Ga., to work on this multimillion dollar project. Thompson was called in to replace a nonunion firm which had been performing the work.

due to the increasing public pressure generated by the Brotherhood's consumer campaign.

Grassroots Efforts And Pension Awareness

American Express' actions to insure that the Atlanta and Phoenix projects were built union followed on the heels of handbilling of American Express facilities in major metropolitan areas throughout the country. These demonstrations helped heighten public awareness of the boycott and produced thousands of canceled credit accounts and cut-up cards. The handbilling, cut-up cards, and other imaginative appeals by UBC members have helped dramatize to the company the intensity of the concern and anger generated by the use of nonunion construction contractors.

An independent issue which has developed for American Express and its subsidiaries is an awareness among union pension funds trustees of the company's use of nonunion labor to construct its facilities. Several major American Express Co. subsidiaries, such as Shearson Lehman Bros., Robinson-

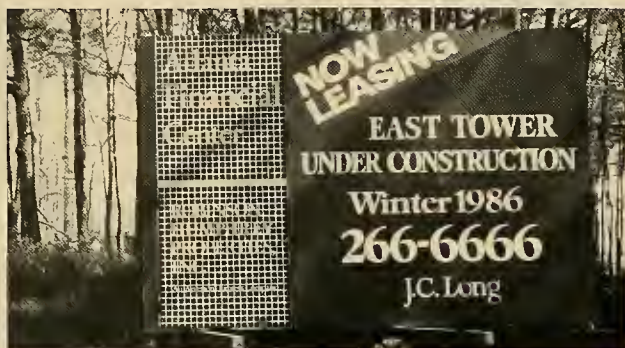
Humphrey, and the Boston Co., receive considerable money management and stock brokerage business from Brotherhood and other union pension funds. While the Brotherhood's boycott campaign has targeted only American Express' travel related services, pension trustees, have been examining the activities of all members of the American Express corporate family, and have been taking a good, hard look at whether it serves their plans' and participants' interests to direct business their way.

Actions Speak Louder

Last summer American Express publicized a one-page document outlining their construction labor relations policy as a response to the UBC's "Leave Home Without It" campaign. In the policy statement, American Express claimed that they would use union labor on all their facilities. Despite the policies embodied in the statement, the Greensboro project continued on its nonunion course and Robinson-Humphrey embarked on two nonunion projects in Atlanta.

For many, the release of the company's construction policy statement marked the end of their efforts against American Express. In the absence of action by the company to apply its policy in Greensboro and Atlanta, the Brotherhood intensified its American Express campaign. "A written policy regarding union construction isn't worth the paper it's written on in the absence of actions," stated UBC General President Patrick J. Campbell. "It's actions by which we will judge American Express and other construction users," continued Campbell. The recent actions by the company to ensure that the work in Atlanta and Phoenix will be performed by union craftsmen are steps in the right direction.

UBC



New York City, N.Y., and Vicinity District Council members distributed leaflets at American Express headquarters as a part of the Brotherhood effort to make the public aware of the company's use of nonunion construction firms.





Labor part of broad coalition

National Health Care Campaign Seeks Coverage For All Americans

By CALVIN G. ZON
PAI Staff Writer

A major campaign to reform the nation's ailing health care system has been launched in 27 states and the nation's capital by a broad coalition of more than 60 labor, senior, religious, consumer, minority, women's, children's advocacy, and chronic illness organizations.

The National Health Care Campaign, as it is called, will organize grassroots support for public policy changes at the national and state level "to make health care coverage affordable and to bring good health within the reach of all Americans."

Some 37 million Americans today are without health care coverage, private or public, and another 50 million are without adequate protection, according to a report released by the campaign.

"It's going to take a grassroots campaign of major proportions to make high quality health care accessible and affordable for every American," said AFL-CIO President Lane Kirkland in a statement issued at a news conference where the campaign was announced.

The AFL-CIO joined the campaign in calling on the 100th Congress to hold early hearings on the health care crisis,

including consideration of a national health care system. "The United States must join as rapidly as possible the other industrialized nations of the world in making access to affordable quality health care a right for all," the federation said.

"Recent developments have underscored the inability of our country's patchwork health insurance system to assure all Americans access to health care," it continued. Massive job losses in basic industries and the increase in part-time and contractual employment have left millions of workers and their families with little or no health coverage, it said.

Arthur Flemming, who served as secretary of Health, Education and Welfare in the Eisenhower Administration, is chairman of the campaign. Flemming and others at the news conference said grassroots support for health care reform has grown strong and that the political climate in Congress and in state legislatures is now favorable.

"At the outset, the Campaign will marshal grassroots support for getting all states to implement the law passed by Congress providing for the extension

of Medicaid to all pregnant women, children under six, the elderly, and persons with disabilities whose incomes are below the poverty line," Flemming said.

Further, the campaign will push for state legislation to expand access to health care by setting up state health insurance pools and programs to pay for charity care by public and nonprofit hospitals, to provide group insurance at reasonable rates for those now unable to buy insurance, and to require businesses to provide health insurance, said Bert Seidman, head of the AFL-CIO's Occupational Safety, Health and Social Security Department.

Seidman said the campaign will seek to make health care more affordable for the nation's elderly by limiting out-of-pocket costs under Medicare and setting up prescription drug programs.

William Hutton, executive director of the National Council of Senior Citizens, told reporters, "The skyrocketing cost of health care has so increased the co-payments, deductibles, and premiums under Medicare so that today older people are paying more out of their own pockets for health care than they did before the Medicare program was enacted."

Hutton said the NCSC "is committed to the enactment of a universal, comprehensive national health care program for all Americans, young and old alike. We believe that access to quality health care is a right for all citizens and not a privilege for the wealthy few . . . Together, we will make health care a major issue for the 100th Congress."

Dana Hughes of the Children's Defense Fund said 12 million children in the U.S. lack full access to regular comprehensive care because they lack health insurance coverage. She said erosion of Medicaid and maternal and child health programs resulted from budget cutbacks in the early 1980s.

Highlights of campaign's study, "Facing Facts," are:

* In 1966, the per capita annual cost of medical expenses was \$201. By 1984, the cost had risen to \$1,394.

* In 1982, there were 37 states where fewer than 50% of those in poverty were eligible for Medicaid.

* Of the 37 million uninsured, two-thirds to three-quarters are working people, and 20% are children. **UBC**

Editor's Note: The United Brotherhood is participating in the legislative fight to prevent cuts in Medicare and Medicaid and is calling upon Congress to provide more financial aid to those with catastrophic illnesses. As we go to press, there are no bills introduced, but it is likely that several will be introduced in late February.

Louisiana-Pacific Anti-Union Tactics Evident in New Areas

The anti-union, anti-community actions Louisiana Pacific has displayed in their effort to break the wood-workers unions in the Pacific Northwest are now being exhibited by the company in other parts of the country. L-P recently purchased three wood-product facilities in East Texas from Kirby Industries Inc. and promptly closed two of the facilities, putting nearly 1,200 workers on the unemployment rolls. The two closed facilities were union facilities organized by the International Woodworkers of America; the facility which remained open was unorganized.

Despite assurances from L-P officials prior to the completion of the Kirby sale that every effort would be made to preserve the jobs of the mill workers, the shutdown was announced immediately upon completion of the sale. Workers in Northern California's Sonoma County and in Jasper, Tex., may face the same fate; L-P has recently purchased wood-product facilities in those locations.

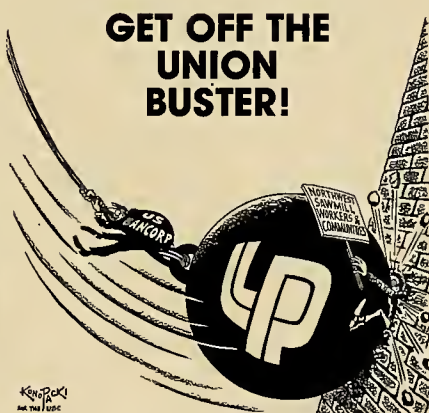
Published reports of the closures raised questions regarding the anti-union intent behind the company action. One unidentified Wall Street analyst cited L-P's anti-union background as an explanation for the shutdowns, but not unexpectedly Wall Street's largest brokerage firm, Merrill Lynch, came to L-P's defense. Merrill Lynch's chief forest products analyst, Evadna Lynn, challenged the anti-union label placed on L-P and indicated that the closing of the union plants was justified on sound economic grounds.

Figures on Merrill Lynch's ownership of L-P stock were obtained from the brokerage firm last spring. The company reported that it held over 4 million shares of L-P common stock—nearly 12% of the outstanding shares of com-

pany stock. This large ownership position made Merrill Lynch the largest holder of L-P stock and explains in part why Lynn has been a consistent promoter of the company.

Board of Director Connections

Consumer handbilling was conducted at the headquarters and branch offices of U.S. Bancorp in Portland, Ore., to protest the bank chairman's recent decision to join the L-P board of directors. John A. Elorriga, U.S. Bancorp Chairman and Chief Executive Officer, accepted a position on the L-P board of directors, a group of individuals hand-picked by L-P Chairman Harry A. Merlo. The handbill challenged Elorriga's association with the anti-union company whose actions have destroyed the livelihoods of thousands of workers in the Pacific Northwest.



This flyer will be distributed by UBC members at U.S. Bancorp facilities in the Portland, Ore., area.

Environmental Suit Goes to Trial

A court action by Brotherhood Local 3074 in Chester, Calif., seeking to stop the construction of a L-P waferboard mill was scheduled for trial early this month. The union suit, which has blocked construction of the plant for nearly two years, claims that the town's supervisors violated the California Environmental Quality Act when they issued a "negative declaration" clearing the way for construction of the plant. In issuing the "negative declaration," the county failed to prepare an environmental impact statement as required under state law.

L-P Buys Favorable Coverage?

L-P took an interesting approach to an environmental problem in Wyoming where it is challenging the Forest Service's Bridger-Teton National Forest management plan. In order to generate public support, the company purchased 600 subscriptions to a local newspaper for local residents. Not coincidentally, the newspaper, the *Riverton (Wyo.) Ranger*, is a strong supporter of L-P's efforts to increase the allowable timber harvests in Bridger-Teton.

A letter from the *Ranger's* publisher that accompanied the first free issues said the community needed to work for a compromise that would allow for greater harvests, yet failed to mention that L-P had provided the free subscriptions. The publisher insisted that the subscriptions will not effect the paper's editorial position on the issue, but the owner of the cross-town paper, the *Dubois (Wyo.) Frontier*, saw it differently: "It would appear to be a move by Louisiana-Pacific to be sure that the people of Dubois have only one view: the company view." JBC

L-P Strikers Fund Still Growing; Many Contribute Regularly

The list of contributors to the L-P Strikers Fund continues to grow. In recent weeks several first-time donors sent checks in to the General Office. We have also received offerings from many of the faithful who have consistently supported the L-P strike in many ways.

2, Cincinnati, Ohio

44, Champaign, Illinois
81, Erie, Pennsylvania
203, Poughkeepsie, N.Y.
1024, Cumberland, Md.
1185, Des Plaines, Ill.
1489, Burlington, N.J.
1526, Denton, Texas
1583, Englewood, Colorado
1596, St. Louis, Mo.

2834, Denver, Colorado
Chicago District Council
Cleveland District Council
Los Angeles, D.C.
Miami Valley, D.C.
Mid-Central Illinois, D.C.
Thomas Kay
Stanley Sobotka
Local 465, Chester County, Pa.

Congress Votes for Clean Water, Hands President First '87 Defeat

"The American people want clean water."

Acting on that mandate, the 100th Congress dealt President Reagan a stunning defeat by overriding his veto and enacting a labor-backed \$20 billion program to clean up the nation's polluted water. The House overrode the veto by 401-26 and the Senate by 86-14, well over the necessary two-thirds.

Some members of Congress viewed Reagan's second veto of the vital program as a major political blunder and a futile attempt to rebuild his credibility in the wake of the Iran-contra arms scandal.

The clean water bill was seen as urgently needed in every congressional district in the nation to continue the fight against pollution, to protect the environment, and to create jobs.

The bill amends and reauthorizes the Clean Water Act of 1972, which was passed over President Nixon's veto. That law limited wastewater discharges to lakes and streams. The new bill provides \$18 billion through 1994 to state and local governments for the

construction of sewage treatment plants; another \$2 billion goes for pollution control programs.

Work on the extension bill began in 1982 and what was basically Republican legislation last year passed the House by 408-0 and the Senate by 96-0. Reagan pocket vetoed the bill by refusing to sign it before the 99th Congress adjourned.

When the 100th Congress took over, an identical clean water bill was introduced as H.R. 1 and on January 8 passed the House by 406-8. In the Senate, the Administration offered a \$12 billion substitute bill and it was beaten, 17-82. The Senate then passed H.R. 1 by 93-6 and sent it to the White House.

Rep. John Chafee (R-R.I.), the number three Republican in the House, urged Reagan to sign the bill and take credit for it. Reagan also could have allowed it to become law in 10 days by neither signing nor vetoing it.

Instead, Reagan attacked the clean water bill as a "budget-buster" and vetoed it for the second time. Chafee,

who chaired the panel which wrote the legislation last year, called the veto "a serious mistake." Chafee said the bill was "fiscally responsible and lives up to our national goal of making the nation's waters fishable and swimmable."

Senator Quentin Burdick (D-N.D.), who heads the Environment and Public Works Committee, called the veto an "exercise in futility" and said, "The President stands alone on this one." After the override vote, Burdick said it was clear, "The American people want clean water."

Senator George Mitchell (D-Me.), the bill's manager, said the \$18 billion clean-up program is "a small fraction of the total need." Some environmentalists believe that \$100 billion will be required to wipe out and control pollution.

The bill, which will automatically phase out the federal role in the 1990s, authorizes \$9.6 billion in grants to local governments for construction of sewage treatment plants; \$8.4 billion in grants to states during fiscal 1989-94 to establish and capitalize state-run revolving loan funds for local sewage facilities; and \$2 billion for pollution control. Some \$400 million of the latter program is aimed at controlling the run-off of farm pesticides, car oil, and street grime which are thought to be responsible for nearly half the pollution in streams, lakes, rivers, and waterways.

Once funds are allocated, UBC locals should make sure union contractors and union craftsmen do the work.

Support CLIC's 1987 Program

The United Brotherhood's political action arm is the Carpenters Legislative Improvement Committee, known familiarly as CLIC. More financial support of CLIC is needed in the coming months. Fill out the coupon and mail it in today.

Recent contributors have included: John Campbell, Local 131 retiree, Mariposa, Calif.; Clarence Briggs, Local 1149 retiree, Walnut Creek, Calif.; James R. Harrington, Local 33, Boston, Mass.; Walter Jacobsen, Local 2287, White House Station, N.J.; Steve Naglich, Local 1172 retiree, Red Lodge, Mont.; Joe Dajczak, Local 182 retiree, Lake Wales, Fla.; Stanley L. Delitko, Local 599, Cedar Lake, Ind.; Robert Leach, Local 1222, Medford, N.Y.; Sture Peterson, Local 1397 retiree, South Daytona, Fla.; Sigmund A. Szabelski, Local 1185 retiree, Oak Park, Ill.; Antone Balenunas, Local 2633 retiree, South Tacoma, Wash.; Henry M. Kolbaba, Local 668 retiree, Holstein, Ia.; Olav Gerde, Local 131 retiree, Seattle, Wash.; Norman T. Spaulding, Local 586 retiree, Sacramento, Calif.; and Thomas Kay, Local 359 retiree, Morrisville, Pa.

Highway Jobs Must Go Union

The federal government in Washington, D.C., will be launching a highways-and-bridges rehabilitation program in the coming months. States will be expected to produce matching funds to get the program underway. On Capitol Hill, Congress has for consideration H.R. 2 and S. 387, which would provide the needed funds for the rebuilding and repair of our U.S. highways. This would amount to some \$60 billion for highways and mass transit projects. UBC legislative advocates and our representatives in various states are reminded to keep track of pending state appropriations and see to it that union contractors get a fair chance to bid on the work. Your diligence on this is urgent.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ \$10 ☐ \$15 ☐ \$20 ☐ \$25 ☐ other _____

Name _____

Address _____

City _____ State _____

Zip _____ L.U. No. _____

We're required by law to request this information:

Occupation _____

Employer _____

Make checks payable to:

CLIC

101 Constitution Ave., N.W.

Washington, DC 20001

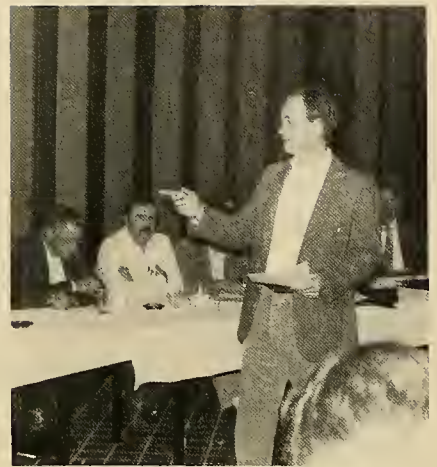
Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.



Mike Fishman, director of the UBC industrial department, opens the discussions in Portland. He outlined elements of the current campaign.



Jim Bledsoe, executive secretary of the Western Council, leads discussions in Redding. To his left is Bert Carr, recording secretary of Local 2927, Martell, Calif.



In the sessions at Redding, Denny Scott of the international staff explains how job stewards and volunteers conduct one-on-one job canvassing.

'Just Wait Until '88' Is Forest Products Theme

Area workshops to provide local information prior to negotiations.

"Just Wait Till '88" is the theme for a far-ranging program to prepare for 1988 national coordinated negotiations in the forest products industry.

A full year before contract negotiations open, the Western Industrial Council has started a series of area workshops to provide information on industry conditions and trends, to build membership solidarity, and to create an improved communication system among local unions.

In the opening meeting January 21 in Portland, Ore., James Bledsoe, executive secretary of the Western Industrial Council, said, "This program puts the companies on notice that our membership will do everything in its power to achieve economic justice in the next round of contract bargaining."

The program has several elements. First, a 20-question survey is being distributed to every member. It asks opinions on such

things as national bargaining strategies, issues that should be stressed in bargaining, and how members now get information about union activities. Survey forms are being handed out by job stewards to some 20,000 members with results expected sometime in March or April.

The second phase is a series of seminars that will be conducted throughout the Western States to achieve as much membership participation as possible. The first was held in Portland, Ore., on January 21 and the second in Redding, Calif., on January 31.

Over 200 local union leaders attended the two meetings. They heard about the goals and operations of the U.S. Forest Products Joint Bargaining Board. This board, established in February 1986, was formed by the Western and Southern Industrial Councils of the UBC and the corresponding regional

councils of the International Woodworkers of America to coordinate national contract negotiations.

These area meetings also received reports on company profits and on regional trends of the forest industry corporations. The national operations of several major integrated firms were examined since these companies will likely set the contract settlement patterns in 1988.

Lastly, one-on-one job canvassing was discussed. This is a face-to-face communication system which allows job stewards and additional canvass volunteers to contact every member concerning a preselected issue. It is a formalized way to make sure every member gets information and news and will be used primarily to pass along facts about bargaining issues and bargaining tactics as 1988 negotiations approach.

UBC

The seminar in Portland, Ore.



The seminar in Redding, Calif.



Labor News Roundup

Portland Building Trades wins pay raise for prefab-home workers

Portland building trades unions won a pay raise for nonunion workers building prefabricated homes for the U.S. Navy, the Oregon/Washington Labor Press reports. The Navy claimed the \$56 million project was exempt from the Davis-Bacon Act, which requires workers to be paid prevailing wages, but the Wage Appeals Board agreed with the unions that the project is covered by the law. Marc Furman, UBC general representative, estimated that retroactive pay will total some \$4.5 million if the ruling stands after the Navy's appeal. When building trades unions picketed the project last year, they said that many of the workers hired for the project were in minimum-wage, federal work-release and job-training programs.

New music cassette by labor's troubadour Joe Glazer available

Labor's troubadour, Joe Glazer, has completed a new album and cassette, *Old Folks Ain't The Same*. It includes classics like "Too Old To Work" and "My Get Up and Go," and new ones like the title song, which blasts stereotypes about senior citizens. Another song which tells bitter truths with humor is "Never Get Sick in America," sung by Steve Jones and Ann Schurman. The album and cassette are available from Collector Records, 1604 Arbor View Road, Silver Spring, MD 20902 for \$7.50.

AFL-CIO information director takes post with Radio Free Europe

AFL-CIO Information Director Murray Seeger has resigned to become director of corporate affairs for Radio Free Europe/Radio Liberty Inc., the federation has announced.

AFL-CIO President Lane Kirkland cited Seeger's contributions to the federation's communications program and the Labor Institute of Public Affairs, the video program which Seeger helped establish.

Prior to joining the federation staff in January 1982, Seeger was a long-time newspaper foreign correspondent.

In his new position, Seeger will direct press, governmental, and private organization contacts for RFE/RL, which operates radio stations that broadcast news and information to Eastern Europe and the Soviet Union.

Solidarnosc first communist-country union accepted by ICFTU

Solidarnosc, the independent Polish trade union, is the newest member of the International Confederation of Free Trade Unions. The ICFTU executive committee voted to accept the Polish union after Lech Walesa and other Solidarnosc leaders sent a letter requesting the affiliation. The British Trades Union Congress proposed the affiliation, which was supported by all national trade union leaders on the committee. Solidarnosc is the first union from a communist country accepted as a member of the ICFTU.

AFL-CIO Union-Industries Show in Atlantic City June 19-24

The 1987 AFL-CIO Union-Industries Show will be held June 19-24 in the Atlantic City, N.J., Convention Center. This annual exposition of American-made products and services is produced and managed by the Union Label and Service Trades Department, AFL-CIO.

The show was started in Cincinnati in 1938, was discontinued during the years of World War II, and has been held annually since 1948. The 1987 show will be the 42nd.

Over 300 colorful, exciting exhibits of AFL-CIO unions, corporations, government agencies, and community service organizations will demonstrate the skills of America's union workers and the products they make. Many action exhibits are planned to interest show visitors. Over \$100,000 worth of product samples are given away and free raffles for valuable prizes are a continuous feature of many exhibits.

Admission is free. Doors open at 1 p.m. each day and close at 10 p.m. The public is invited, but children must be accompanied by an adult.

Minnesota coalition hails plan to close loopholes, lower taxes

Minnesota Citizens for Tax Justice hailed Governor Rudy Perpich's proposal to conform the state's income tax to federal tax reform as a "giant step toward making Minnesota's taxes both simpler and fairer." The coalition of labor, religious, farmer, and civic groups said the plan would close loopholes for the wealthy, lower taxes for middle and low income taxpayers, and remove very low income families from the income tax rolls. The coalition expressed misgivings, however, about the governor's proposed levels of individual income tax rates because of the state's deficit.

TV tube anti-dumping petition filed by five union groups

Five labor organizations have petitioned the Commerce Department to halt alleged illegal dumping of color television picture tubes from South Korea, Japan, Singapore, and Canada.

The joint petition was filed by the Electronic Workers (IUE), the Electrical Workers (IBEW), the Machinists, the Steelworkers, and the AFL-CIO Industrial Union Department. The petition seeks a tariff surcharge on the picture tubes to offset their sale in the U.S. market at prices under the selling prices in their country of origin. Dumping is a tactic used to capture greater market share or destroy domestic competition.

The petition is the latest move in a more than 10-year effort by unions "attempting to stem the tide of unfairly-priced imports of color televisions, and more recently their component parts. As a result of these imports, thousands of jobs have been lost and numerous factories have been closed," IUD Secretary-Treasurer Elmer Chatak said at a news conference.

Construction firm presidents' average compensation for 1987 at \$243,502

Average total compensation for presidents of construction firms reporting over \$100 million in revenues was \$243,502 led only by the board chairman which reported an average total compensation of \$261,674.

The 1987 edition of the PAS-FM1 Executive Compensation Survey For Contractors details the salaries, bonuses, benefits, and perquisites currently being paid to executives in construction firms, from president through general superintendent and controller.

In all responding firms paying executives both salaries and bonuses, the average total compensation for presidents is \$143,972. The most popular perk remains the company car with 91% of the firms providing the benefit. Professional dues (78%) and club memberships (67%) followed as the next popular perks.

Once again, construction management firms provided the highest total compensation for presidents averaging \$230,342 with electrical, mechanical, other specialty, and general contractors clustered between \$110,765 and \$141,097. Heavy/highway contractors reported the highest average base salary at \$105,945 with building contractors at the low end with \$88,720.

The 1987 Executive Compensation Survey for Contractors is an annual publication of Personnel Administration Services Inc. of Ann Arbor, Mich., in cooperation with The Fails Management Institute of Raleigh, N.C. The third annual survey covers compensation on 2,453 construction executives in over 315 firms.

LOCAL UNION NEWS

Detroit Council Cited by Contractor

Sending a congratulatory message to the Detroit Carpenters District Council for a job well done was important for Detroit, Mich., contractor Walbridge Aldinger to make a point: give credit where credit is due. The job was Rouge Steel's continuous casting facility where 6,190 anchor bolts were set accurately in place.

Walbridge Aldinger attributed this accomplishment to the teamwork between field engineers and the affected carpenters. "The project carried with it a certain pride and sense of commitment by all involved parties," the message said.

It is only right that the council, the apprenticeship program that developed the workers, and the locals share the pride that the company was taking for this accomplishment, the letter continued.

"Moreover," said project director Michael R. Haller, "it is this type of quality workmanship, efficiently performed, that reinforces the position of unionized construction in the marketplace, from which both labor and management will benefit."

13 in Toledo Get Lathing Upgrading

Thirteen Local 248, Toledo, Ohio, journeymen recently attended a journeymen upgrading class in lathing. The class, funded by a grant received from the Job Training Partnership Act through the Ohio State Building Trades Training Foundation in conjunction with the Maumee Valley Carpenters District Council Joint Apprenticeship Committee, consisted of a 13-week program of two classes a week for four hours each.



Participants in the Local 248 journeymen upgrading classes, pictured above, front row, from left, are Mike Grimes, Mike Null, Bob Holliday, Pete Dailey, and Don Neal. Middle row, from left, are Stan Bucksey, Tom Holliday, Ron Stableski, and Ed Danford. Back row, from left, are Don Neely, Dan Lajti, Mark Kennedy, and Wayne Chaney.

Frontlash Joins Local 1005 Picket

Carpenters Local 1005, Merrillville, Ind., was recently joined by volunteers from Indiana Frontlash, the youth support group of the AFL-CIO, in protesting the nonunion construction of a new Veterans Administration clinic at Crown Point, Ind. Local 1005 Business Agent Joe Manley joined Northwest Building and Construction Trades Council President Vince Panepinto in calling for a demonstration against the nonunion firm of Hamstra Builders. An informational picket line was then established at the ground-breaking ceremony for the new facility. Indiana Frontlash Director Todd Wilkinson and other Frontlash volunteers participated in the protest.



Volunteers manned picket lines at the VA clinic ground-breaking ceremony.

Hardship Fund Established

Throughout his years in the UBC, Brother Lincoln Ross of Local 1338, Charlottetown, P.E.I., promoted the idea of establishing a fund to assist members in times of hardship and sickness. Last May the members of his local set up just such a contingency fund



Ross

to assist members in maintaining their membership in times of difficulty and to offer scholarships to union members and their dependents.

After the death of Brother Ross last October, his fellow Local 1338 brothers and sisters voted to name the fund the Lincoln Ross

Memorial Fund. It is funded completely by a three-cents-per-hour dues check-off from the working members of the local.

Lucky Strike

Last fall a Local 400 member had a "lucky strike" while chopping firewood and sent in to us a photograph of his lucky log. Mike Bartnik, an Omaha, Neb., journeyman, was cutting up a recently purchased load of firewood in his driveway when he heard metal hitting metal. Bartnik looked into the log and saw a throwing horseshoe. After quartering the stump and trimming away a bit more, half the shoe was revealed. Bartnik hopes the shoe will continue to bring him luck. "After all," he says, "I didn't hit it with my saws."



Mike Bartnik displays his lucky log.

Union-Suited 'Rat' Pickets



The organizing staff of the Florida State Council of Carpenters had this full-body suit made by a local International Association of Theater and Stage Employees member for use at various picket and rally locations around the state. The above photo was taken at the 110 Tower in Fort Lauderdale, a 30-story, \$70-million-dollar project at which the council has conducted a 12-month campaign. The contractor on the project is Stratton.

Connecticut Stewards Train



Members of Local 43, Hartford, Conn., recently participated in a steward training workshop conducted by Robert Loubier, local business representative, and Steven Flynn, general representative.

Pictured top, from left, are Bob Corriveau, Ray Haley, Dave Gosselin, Rich Aldrich, Tom Gorman, John Coyne, Earl Leavitt, and Instructor Loubier.

Pictured bottom, from left, are Jim Feron, Marc Haley, Dan Bouchard, Dan McDonald, Billy Gendron, Gary James, Joe Negri, and Instructor Flynn.

Local 345 Tribute



Evelyn Cornelius, right, an employee of Local 345, Memphis, Tenn., for over 40 years, receives a plaque from T. A. Jackson, Local 345 financial secretary, in appreciation of her many years with the local.

Pennsylvania Local Hammers It Home

After 94 years of existence, Local 333, New Kensington, Pa., purchased a building in November 1985 to serve as their union headquarters. To make the building uniquely theirs, the door handles of the front doors were personalized—by a pair of ripping hammers. The hammers, pictured at right, were donated by Vaughan & Bushnell Manufacturing Co.



Youngsters Receive Needed Addition

A much-needed addition for youngsters attending Camp Happy Valley in West Virginia became a reality last summer, thanks to the generous volunteer work of members of Local 128, St. Albans, W. Va.

Under the direction of Local Business Manager Johnny Harris, a team of five carpenters built the walls, windows, and roof of the 24-by-40-foot structure for the Salvation Army Camp. The foundation had already been finished.

About 140 man-hours were required to complete the project. Volunteer carpenters were Thomas Harmon, Calvin Holstein, Cluther Ray, Keith Karnes, and Dewey McCallister.

75th Anniversary Celebration For Local 1050



Carpenters Local 1050, Philadelphia, Pa., commemorated its 75th anniversary recently at a gala, black-tie banquet. Many state and local officials were guests, and service pins were presented to senior members. State Senator Joe Rocks made a special presentation, and a plaque was presented by Philadelphia District Council President Ed Coryell, center above. Receiving the plaque were Local 1050 Business Agent Joe Ippolito, left, and President Joe DeBellis, right.

San Francisco Bay Shipwrights Aid Presidential Yacht Project

Shipwrights and Boatbuilders Local 1149, Oakland, Calif., is assisting Mayor Lionel Wilson of Oakland and his board of governors in an effort to restore the U.S.S. *Potomac*, which was once Franklin D. Roosevelt's "Floating White House."

Local labor unions and public officials plan to turn the historic vessel into a floating classroom so that school children may learn more about the work of the U.S. Presidency.

The *Potomac* was originally the Coast Guard Cutter *Electra*, but in 1935 it was recommissioned as the Presidential Yacht U.S.S. *Potomac*. Until recently it was moored in Clipper Cove at Treasure Island Naval Station, San Francisco, Calif. Plans are to create an FDR Pier and a visitors center at Jack London Square in Oakland where the *Potomac* will be permanently moored.

The executive board of Local 1149 has created a non-profit fund raising committee known as the San Francisco Shipwrights Association for the purpose of assisting such historical maritime projects in the San Francisco Bay area. The committee bears the name of the original shipwrights organization founded in 1857, thus representing the oldest continuously operated labor organization west of the Rocky Mountains.

A special pin has been created for presentation to persons who donate \$5 or more to the FDR *Potomac* Fund.

Among the labor participants in the project are retired UBC leader Clarence Briggs, who has also served as secretary-treasurer of the Pacific Coast Metal Trades District Council, and Rick Anderson, financial secretary of Local 1149.

The contract has been let for the \$1.5 million first phase of the project. The steel work began at the mooring site last month.

The commemorative pin used in the fund-raising effort was designed by Anderson. Readers of *Carpenter* may obtain a pin and support the project by sending a check or money order for \$5 or more to "USS *Potomac*" Fund, San Francisco Shipwrights Association, Local 1149, 117 Broadway, Oakland, CA 94607.



The U.S.S. *Potomac* pin.



A Presidential welcome for King George VI and Queen Elizabeth of England during a visit to Washington, D.C. The royal couple boarded the U.S.S. *Potomac* at Washington Navy Yard in 1939.

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OSHA Recognizes Risks Posed by Glycol Ethers

The Occupational Safety and Health Administration has made a preliminary determination that exposure to four widely used glycol ethers may cause serious reproductive, developmental, and hematological health problems for workers.

OSHA's formal recognition of the hazard was in response to the Environmental Protection Agency's referral in May 1986 under the Toxic Substances Control Act after EPA found that most exposure to the four glycol ethers occurs in the workplace. Under TSCA, EPA may refer chemicals to other agencies for regulatory action.

EPA found that glycol ethers, at current permissible exposure rates, caused damage to the testicles, nervous and immune systems, and bone marrow; reduced fertility; and caused maternal toxicity and fetal abnormalities in laboratory animals. Epidemiological and clinical studies have demonstrated that glycol ethers can cause reductions in sperm count, gynecological and blood disorders, and neurotoxicity in humans.

Ethylene glycol ethers are the main ingredient in the trade name solvents Cellosolve, Poly-solve, Dowanol, and Oxitol.

OSHA's current permissible exposure levels to 2-Methoxyethanol, 2-Ethoxyethanol, and their acetates range from 25 to 200 parts per million parts of air averaged over an eight-hour workday.

An estimated 200,000 to 350,000 workers are exposed to potentially unsafe levels of glycol ethers, according

to the EPA. Some 90% of those at risk are wood and metal workers, painters, printers, furniture finishers, and auto body workers who are exposed to the chemicals in paints, inks, lacquers, varnishes, stains, and cleaning solvents.

Glycol ethers, which are made from ethylene oxide, also are used as fuel additives and in adhesives, photographic chemicals, electronics, plastics, and rubber.

OSHA said that revised standards for the glycol ethers to reduce worker exposure "appear economically and technologically feasible, that occupational exposure to these substances may represent a significant risk, and that more stringent OSHA standards could reduce that risk."

However, the agency has not proposed a timetable for the rulemaking process to revise the exposure standards for glycol ethers. According to an OSHA spokeswoman, the agency has "a lot of things that are risks and we have to set priorities, not implying that this is or is not a priority." **U3C**

Toxic Chemical Hearings to Begin

The Occupational Safety and Health Administration will begin hearings on March 24 on its proposed standard to reduce exposure to toxic chemicals for one million laboratory workers. The hearings were requested by the Steelworkers and Standard Oil Co.

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APPRENTICESHIP & TRAINING

38 Industrial Shops Combine Efforts to Train Apprentices

The opening last September of the Carpenters Specialty and Shopmen Apprentice Training Program, Local 821, Union, N.J., was the result of over two years of concentrated effort. Jointly administered by the union and the employers, the school covers 38 industrial shops. It is the first cabinet-making school in northern New Jersey and an example for other areas around the country. Operating for only five months, the school will be locating in its own building as soon as a suitable site is found.



The first class of 32 students of Local 821's Carpenters Specialty and Shopmen Apprentice Training Program on opening day.

Pittsburgh Millmen Grads



Graduates of the Millmen's Local 1160 JAC, Pittsburgh, Pa., for 1986 were recently honored at an annual recognition ceremony at the William Penn Hotel, Pittsburgh, Pa. Seated, from left, are committee members Donald Cupp, Donald Hack, Thomas Pinney, Kenneth Unger, and Gregory Siak. Standing, from left, are apprentice graduates William Parker, Timothy Sullivan, Howard Dick, Earl Brauedigam, and Raymond Schmitt.



On hand for the northern New Jersey apprentice school opening were, from left, Robert Ash, instructor; Albert C. Morante, employer and apprentice fund trustee; John Mielach, employer and apprentice fund trustee; John Anello, UBC representative assigned to help organize the school; Fred Jimenez, Local 821 business manager; and Vince Albrecht, Local 821 financial secretary and organizer.

Laser Operation Learned



Over 70 apprentices and journeymen attended a one-night class on laser operation conducted by Local 12, Syracuse, N.Y., at the training center. Pictured above are Jeff Smith of J.C. Smith, a local contracting supplier, and Robert Ross, regional manager from Spectra Physics, presenting the course. Operator certificates were issued to all who attended.

Local 532 Training Commended



The New York State Department of Labor has awarded Local 532, Elmira, N.Y., a certificate of commendation for sponsoring a quality apprentice training program that assures a continued source of skilled workers. Edward F. Baker, Local 532 business representative, center, accepts the certificate from Lois Gray, New York State apprenticeship chairperson, left, and Lillian Roberts, New York State commissioner of labor, right.

Lima Graduates Six



Local 372, Lima, Ohio, recently welcomed six apprentice graduates to journeyman status. Pictured above, from left, they are Bryan Fair, Gregory Griffith, Max Miller, Dean Rosengarten, and Joseph Schroeder.

Florida Graduates Honored at Gulf Coast Building Trades Banquet



Three graduating apprentices received their journeyman millwright certificates at the Gulf Coast Building Trades apprenticeship banquet and awards ceremony last year: Bobby T. Bayne, Stanley E. Czerniak Jr., and Joseph G. Porterfield. Pictured at the awards banquet, from left, are Czerniak, winner of the Florida Millwright Apprentice Contest, Local 1000, Tampa, Fla.; Fal Johnson, chairman of negotiations, Florida Union Contractors and Sub-Contractors Association; Elmer W. Tracy, financial secretary, business manager, and apprentice coordinator, Local 1000; Gerald Smith, Florida State Council of Carpenters organizing staff and past apprentice coordinator for Local 1000; Porterfield; and Bayne.



Local 1000 top apprentice Stan Czerniak, third from left, at the Carpentry and Millwright Contest held in West Palm Beach, Fla., with, from left, Robert W. Young, Local 1000 president; Business Manager Tracy; Local 2411, Jacksonville, Fla., Top Apprentice Chris Doyle; and Local 2411 Business Manager Larry Manges.

First from Cal Trans Pre-Apprenticeship

David B. Sutton of Local 1437, Compton, Calif., is the first UBC member to achieve journeyman status via the California Department of Transportation's pre-apprenticeship program, which is operated in conjunction with the Southern California Joint Apprenticeship and Training Committee.

Cal Trans, as the state department of transportation is familiarly known, operates the pre-apprenticeship program with federal funds supplied under the Jobs Training Partnership Act. Pre-apprentices referred to the program are learning their trade by rehabilitating houses along the I-105 Century Freeway. They complete their craft training under the Los Angeles PETS program.

Frank Rabelais, who administers the Cal Trans program, reports that two young women who got started in Cal Trans pre-apprenticeship are expected to receive journeyman

certificates soon, needing only additional work hours to qualify.



David Sutton, left, receives his certificate of completion from Don Watson, Cal Trans district director.

Apprentice Transfers Follow GEB Policy

It is a tradition, particularly in construction work, that United Brotherhood members "follow the work." Provision for a transfer of membership from one local union to another for journeymen is provided in the UBC Constitution and Laws.

To serve the needs of the construction industry and of apprentice members, a policy statement for the processing of transfers of members who are apprentices was formulated by the UBC General Executive Board on Jan. 24, 1966, which provides the mechanics for transfer of apprentices from one local or geographical area to another.

When an apprentice has been accepted into a local union by the transfer process outlined by the GEB policy statement, the local program sponsor accepts the apprentice for training at the level of apprenticeship achieved in the previous program.

The program sponsor's obligation is to facilitate the apprentice's adjustment as much as possible so that the apprentice does not lose credits, tasks, or standing.

When an apprentice transfers from one PETS program to another, the receiving program should accept all accomplished tasks as recorded by the program from which the apprentice comes, whether or not their grid and requirements exactly match the requirements of the prior program.

When an apprentice transfers from a non-PETS program to a PETS program, the receiving program accepts that apprentice at the period of indenture according to the contract, and credits that apprentice with past training records as to blueprint reading, optic and transit, welding, etc., and gives appropriate credit for that task. The receiving program then determines with the apprentice the work areas in which the apprentice has had no project experience and determines the tasks to be accomplished that will best service the apprentice.

The most important aspect of apprentice transfers is to make certain that the transfer of training does not penalize the apprentice, and that the transfer builds on the strengths of the prior experience.

Graduation for Northwest Illinois



The Northwest Illinois District Council of Carpenters and JATC recently held a completion banquet for apprentices who have completed their apprenticeships during the past year. Seated, from left, are Becky Snider, Brenda Boynton, and Deborah Seebruck, all members of Local 792, Rockford, Ill. Standing, from left, are Bill Buckler, North Illinois District Council of Carpenters president and JATC member; Dick Smith, Local 195, Peru, Ill.; Allen Musch, Local 792; Jerry Artz, Local 792; Trinidad Rangel, Local 792; David Zaugg, Local 792; Leroy Anderson, apprentice coordinator; and Edward Nadolski, Local 195.



By **PHILLIP L. POLAKOFF, M.D.**
*Director, Western Institute for
 Occupational/Environmental Sciences*

The first sign of baldness is a moment of excruciating distress for many men.

"I'm losing it," they moan silently to the reflection in the bathroom mirror. And they don't mean just their hair.

With so much psychological and social significance attached to hair, it's no wonder that the 30 million American men who suffer from hair loss are eager for information to help untangle the facts from the fiction surrounding their condition.

First, some factual statistics: By age 35, about 40% of all men will show some degree of hair loss, according to the American Medical Association. That percentage increases to 65% among men 65 and over, and the odds are seven to three that a man will experience hair loss in his lifetime.

Whether you beat those odds depends to some extent on heredity. However, don't blame your genetic predisposition to baldness entirely on your mother's side—a popular, but false, belief. The father's side plays an equal role.

In addition, researchers have noted a greater incidence of hair loss among certain racial and ethnic groups. According to the Harvard Medical School Health Letter, "The tendency varies from one race to another. Caucasians are most susceptible, Asians least so. The exact way in which baldness is inherited has not been worked out."

The most common reason for hair loss is male pattern baldness (MPB), which doctors

HAIR LOSS: Fact and Fiction



call *alopecia androgenetica*. MPB accounts probably for as much as 95% of all hair loss among men, according to Jerome L. Shupack, M.D., of the New York University Medical Center.

Several prescription drugs have been under study recently to treat male pattern baldness, but no medication has yet been cleared by the government for use in this country. As for now, MPB must be considered irreversible.

Fortunately, not all types of baldness are permanent. Crash dieters who inadvertently deprive their bodies of essential protein and iron frequently experience hair loss, but returning to a balanced diet can reverse the effect within months.

Reversible hair loss can also be caused by chemotherapy, thyroid disease, and high fever; by pulling the hair too tightly into styles such as pigtails and cornrows; and by wearing hats or other headpieces that fit too snugly.

Contrary to one myth, however, frequent shampooing does not cause hair loss. Here's how that fiction probably got started: It's normal to lose as many as 100 strands of hair daily. This normal loss—which is going on all the time (and being replaced to some extent)—is simply more concentrated and noticeable in the sink or tub after shampoo-

ing or showering. It should cause no concern.

However, other hair care habits, such as vigorous brushing or blow-drying, can cause hair to fall out or break. As Dr. Shupack notes: "People sometimes literally attack their hair, causing a condition called 'traction alopecia' which can cause hair to be pulled out or broken off."

As for blow-drying, the physical trauma of brushing the hair associated with this practice, combined with the additional effect of heat can damage the protein fiber of the hair, increasing the likelihood of breakage.

Although headpieces—hats, sweatbands, toupees, wigs, etc.—that are too tight can cause problems, the belief that simply wearing a hat or hairpiece contributes to hair loss is unfounded, according to the experts. Hair doesn't have to breathe. And if a hat or other headpiece was so tight it was cutting off the blood circulation to the point that your hair would fall out—you'd take off the offending object.

Finally, if you're still clinging to the hope that science can cure baldness, drop in on a dermatologists' convention and count the shiny domes!

Spanish Language Items for Consumers

The Consumer Information Center has issued the 1987 list of 75 Spanish language publications prepared by the federal government on consumer topics like child care, federal benefits, health, credit, cars, and food.

The "Lista de Publicaciones Federales en Español para el Consumidor" is free, as are the publications on the list. Copies are available from Department 579R, Consumer Information Center, Pueblo, CO 81009.

Before you buy a product . . .

FTC Working to Stop Telephone Fraud



— A message from this magazine and the Food and Drug Administration

Federal and state law enforcement officials have announced a joint crackdown on telemarketing fraud, which, they claim, bilks consumers of an estimated \$1 billion a year.

"Telemarketing fraud, or the deceptive peddling of goods and services over the telephone, has become a major law enforcement problem," said Federal Trade Commission Chairman Daniel Oliver. "It is a problem that threatens a broad cross section of Americans, from widows who are duped into buying phony investments to small business owners who are conned into buying shoddy office supplies."

Telemarketing is particularly prevalent in investment scams for gemstones, oil and gas leases, rare coins, and cellular telephone systems, an FTC staff member said.

Joining the FTC in the crackdown is the National Association of Attorneys General. It is the first effort involving the two groups. NAG and the FTC have agreed to set up a clearinghouse so they can track companies that move across state lines and change the name of their telemarketing business.

"We want to frustrate the people who perpetrate this fraud, and we want to give them a dose of deterrence," said Iowa Attorney General Tom Miller. "The best way to do this is through consumer education."

"Anytime a consumer is being pushed to make a decision [by a telephone marketer], that's a danger signal," Mr. Miller said. "If it sounds too good to be true, it is too good to be true."



Walter Oliveira, secretary of the Ontario Industrial Council, second from right, describes the mill-cabinet situation in eastern Canada during a session of the Mill-Cabinet Conference Board. Other participants include, from left, Glen Jackson, business representative, St. Louis, Mo., District Council; David Langston, business representative, Local 1635, Kansas City, Mo.; Mario Venneri, business representative, Local 359, Philadelphia, Pa.; Frank Gurule, business manager, Local 721, Los Angeles, Calif.; Irving Zeidman, New York City District Council; First General Vice President Sigurd Lucassen; Mike Fishman, UBC industrial department; Ibrahim Leon, business representative, South Florida District Council; Ron Aasen, Pacific Northwest Industrial Workers Council; Pete Budge, business representative, Local 1865, Minneapolis, Minn.; Oliveira; and Walter Malakoff, UBC industrial department.

Mill-Cabinet Conference Board Holds First Meeting

The first meeting of the recently appointed Mill-Cabinet Conference Board took place at the General Office in early February. The board grows out of recommendations made by the Industrial Committee to the 35th General Convention and meetings of mill-cabinet representatives at the Industrial Conferences in French Lick, Ind., and Toronto, Ont., in 1986.

General President Campbell has charged the board with making recommendations to him on programs and strategies needed to deal with problems facing Brotherhood mill-

cabinet locals.

The board spent much of its first meeting looking at the UBC's membership in the industry and collective bargaining developments that are affecting these members. A comprehensive industry survey had been mailed earlier to mill-cabinet representatives, and the results of that survey were used as the basis for the Conference Board's discussion. In addition, First General Vice President Sigurd Lucassen led a session on issues relating to the union label.

The board noted that architectural wood-

work and store fixture shops are increasingly competing in large regional and national markets. Because of this, the board saw the need to develop industry-wide programs to deal with the common problems that are now facing mill-cabinet local unions in different areas.

The UBC Industrial Department is providing research and other support for the board, and all inquiries from business representatives concerning the board's activities should be addressed to that department at the International address. **UBC**

Proposed Amendments to the Constitution & Laws

... as submitted by Local Union 452, Vancouver, B.C., Canada, in accordance with Section 63-A is hereby published in the March 1987 issue of *The Carpenter*.

The first proposed amendment:

To amend Section 45-D of the Constitution and Laws to read as follows:

"Each Local Union shall pay to the General Secretary fifteen dollars (\$15.00) on each new member admitted and covered by Benefit Schedule 1, except first-year apprentices, and, except as provided in Section 54, five dollars and seventy cents (\$5.70) per month for each member covered by Benefit Schedule 1 in good standing or person working in construction for whom an agency shop or similar fee is received, of which three dollars and seventy cents (\$3.70), together with all monies received from new members covered by Benefit Schedule 1, shall be used for the general management of the United Brotherhood, and two dollars

(\$2.00) shall be used for payment of death and disability donations."

The second proposed amendment:

To amend Section 45-E of the Constitution and Laws to read as follows:

"Each Local Union shall pay to the General Secretary ten dollars (\$10.00) on each new member admitted and covered by Benefit Schedule 2, and three dollars and eighty-five cents (\$3.85) per month for each member covered by Benefit Schedule 2 in good standing, or person not working in construction for whom an agency shop or similar fee is received, of which three dollars and sixty cents (\$3.60) shall be used for the general management of the United Brotherhood and twenty-five cents (\$.25) shall be used for the payment of death donations

prescribed by the Constitution and Laws."

The third proposed amendment:

To delete Section 45-F of the Constitution and Laws.

The fourth proposed amendment:

To amend Section 63-E of the Constitution and Laws to read as follows:

"All amendments to the Constitution and Laws submitted by Local Unions, District, State or Provincial Councils and General Executive Board for the consideration of the Convention shall be filed with the General Secretary not later than sixty days preceding the holding of the Convention, and the said amendments shall be published in *The Carpenter* in the issue immediately following the expiration of the filing deadline by the General Secretary. No further amendments shall be considered by the Constitution Committee, other than those submitted in accordance with the above or submitted to the Constitution Committee by the General Executive Board; however, amendments may be offered from the floor to any Section while it is being reported on by the Constitution Committee."

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retired Member Seeks Battlefield Officers

Daniel S. Ebeling of Local 372, Lima, Ohio, retired from carpentry last year, and has maintained his membership in the United Brotherhood. Meanwhile, he is a recruiter for the National Order of Battlefield Commissions.

The NOBC was founded in 1979 and is seeking a charter as a veterans organization from the U.S. Congress. Its members are veterans of the U.S. armed forces who, while serving as enlisted men or women, were given commissions while in combat because of leadership or gallantry.

Ebeling is a veteran of World War II, who received a battlefield commission while serving with the 102nd Infantry Division, 9th Army, in Europe. For the past seven years he has been seeking former service personnel who are eligible for membership in NOBC and has located 70. The national membership is now at 482. Ebeling feels sure that there are battlefield-commissioned members in the UBC.

For more information: write Daniel S. Ebeling, 4396 Stemen Street, Lima, Ohio 45807, or telephone (419) 642-3561.

For information on organizing a retiree club in your area, write General Secretary John S. Rogers, UBCJA, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Local 1043 Honors Recent Retirees



Millwright Local 1043, Gary, Ind., 1986 retirees were honored recently at an awards banquet. Pictured above, from left, are Nick Adams, Jim Pierce, Joe Smith, Tom Taylor, John Bailey, Don Forrest, and Garrett Holloway.

Canadian Club Has Full Agenda

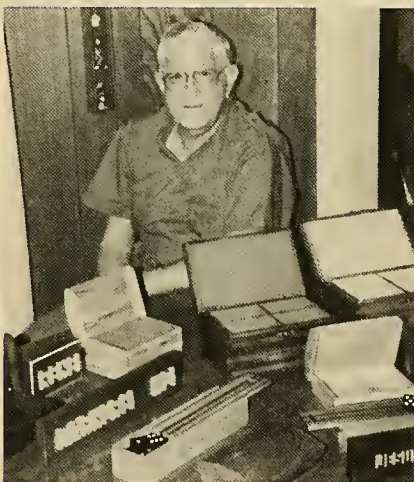
Retirees Club 53, Victoria, B.C., is alive and well and still very much applauding the decision of January 1986 to apply for a charter.

The club now has a total of 62 members, 23 of whom are wives of retired UBC members. Dues are a modest \$12 a year for a single and \$15 for a couple, with no affiliation fees.

Monthly meetings are held on the third Tuesday at 1:30 p.m., followed by entertainment arranged by different individuals each month. An example of the entertainment was a one-day train trip last May to Qualicum, B.C., and back.

However, there are still a lot of the local's retired members who have not yet joined the club and who are missing out on the fun. They are encouraged to get involved and spare one afternoon a month.

Box and Plaque Maker



Retired Member Wallace Parker Jr., Local 14, San Antonio, Tex., poses with some of his creations—domino boxes, musical jewelry boxes, playing card boxes, shadow boxes, and name plaques. He has name plaques in 18 states, and has made 185 of his favorite name plaque, Jesus.

Charter Member Turns 101

The members of Local 1735 recently gathered for a birthday party in honor of a very special member of their local. Brother George Scott, a charter member of the local, a former president and treasurer, and an 80-year member of the United Brotherhood, was presented with birthday greetings and a specially-made UBC service pin on the occasion of his 101st birthday.

Scott joined the Brotherhood on July 28, 1906, in Duluth, Minn., then traveled to San Francisco, Calif., where he worked to rebuild the city after the earthquake and fire of 1906. In 1908 he arrived in Prince Rupert with only his tool box and a few articles of clothing and by that fall he and other area carpenters were holding meetings and organizing campaigns to improve wages and working conditions. On August 8, 1909, Local 1735 was chartered and Brother Scott has been a valuable member of the local ever since.

On the occasion of his 101st birthday, Board Member Ronald Dancer extended the best wishes of General President Campbell to Brother Scott along with his own, and several other UBC officials were also on hand to wish the centenarian well.

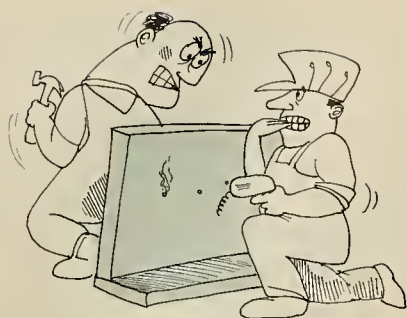


Brother George Scott with, back row, from left, Pat Mattei, general representative; B. Cox, Northwest District Council; and Ronald Dancer, Tenth District board member.

"Get a group together"

The IRS Community Outreach Program provides groups of taxpayers such as retired people, farmers, self-employed people and many others with free tax help and information. Call the IRS number listed in your phone book.





ONCE IS ENOUGH

Sam found a dollar too much in his pay envelope but remained quiet about the error. The next week, correcting the overpayment, the paymaster deducted one dollar and Sam complained mightily.

"You didn't say anything last week when I overpaid you," accused the paymaster.

"Well," said Sam, "a guy can overlook one mistake, but when it happens twice, it's time to complain."

ADOPT A LUMBER COMPANY

THAT'S FARE

Plastic surgeons never pick up hitch hikers. They believe that every one should pay for a lift.



TOE TO HEAD

"Yep," said the man proudly, "I'm the one guy who can really say he started at the bottom and finally reached the top."

"How's that?"

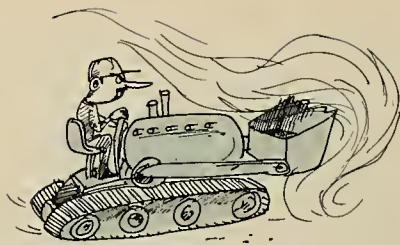
"I began shining shoes and now I'm a barber."

—Maurice Howes
Local 260
Berkshire Co., Mass.

THIS MONTH'S LIMERICK

There once was a big guy named Clyde
Slid down a big water slide
But no water went down
And so with a frown
He came down a'burnin' his hide.

—Gerry Noorman
Local 1615
Grand Rapids, Mich.



UP IN SMOKE

A high school graduate applied for a job for the summer with a road construction company. One of the questions the boss asked was, "Can you operate a steam shovel?"

"You can't catch me on that one," said the young man. "Nobody can shovel steam."

—Maurice Howes

ATTEND LOCAL MEETINGS

OUT OF CONTROL

The patrolman asked the driver how he was involved in an accident. "As I backed out of the garage," the driver explained, "I hit the garage door, ran over our son's bicycle, tore up the lawn, rolled over our cat's tail, smashed the curbing, hit our neighbor's house, creased a stop sign, and crashed into a tree."

"Then what happened?" the patrolman inquired.

"Then I lost control of the car," the driver answered.

—Nancy's Nonsense

IMPORTS HURT * BUY UNION

SHARE THE SCARE

A mother bought her young son a \$27.50 costume to wear for trick or treating.

"Should I take off the price tag?" asked the boy.

"Leave it on," replied mom. "We'll scare your father too."

—Maurice Howes

USE UNION SERVICES

SMART MOVE

A nurse in the maternity ward asked a young intern why he was so enthusiastic about obstetrics. He said sheepishly. "Well, when I was on medical rotation I discovered that I had a tendency of hypochondria, I suffered from heart attacks, asthma, and gout. In surgery, I was sure I had ulcers. In the psychiatric wards, I thought I was losing my mind. Now, in obstetrics, I can relax.

—Maurice Howes

CARPENTER



GOSSIP

NOT IMPRESSED

A man was stopped by police for speeding. The officer noticed a restriction on his license requiring glasses.

"It says here you should be wearing glasses," said the officer.

"But I have contacts," explained the man.

"I don't care who you know, you're still gettin' a ticket."

—Catering Industry Employee

BE AN ACTIVE MEMBER

TESTING THE LAW

A motorist was flagged down by a policeman and made to pull to the side of the road.

"I suppose you're going to tell me you weren't speeding," the policeman said.

"I was speeding all right," the motorist said. "I was just testing to see if you were paying attention."

—Nancy's Nonsense

BUY UNION * SAVE JOBS

SPACE TAKEN

Sergeant: "Stand at the end of the line."

Recruit: "There's somebody back there already."

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It also converts square and cubic.

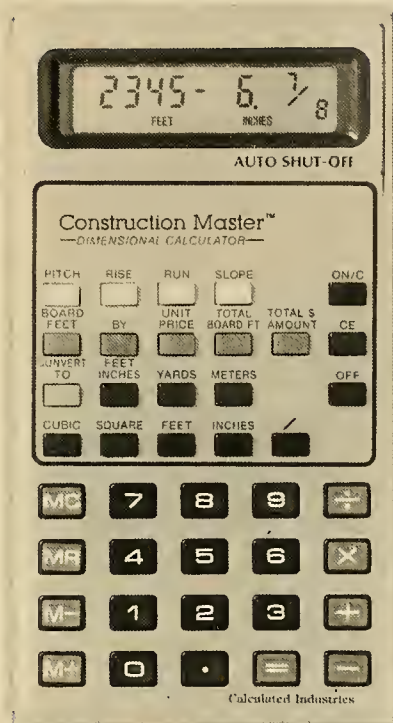
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New calculator solves problems right in feet, inches and fractions. On sale for \$89.95.

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"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robin Logan, Robin Logan, Inc., Salt Pt., NY

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Address _____			
City/St/Zip _____			
<input type="checkbox"/> Check <input type="checkbox"/> VISA <input type="checkbox"/> MasterCard			
Account No. _____		Exp Date ____/____/____	
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Diabetes Fund Raising Continues

It's been over a year since the "Blueprint for Cure" appeal began and the generosity of UBC members continues to bring us closer to a cure for diabetes. However, our goal today is no less imposing than it was last year; the Diabetes Research Institute center will cost an estimated \$10 million. That is in addition to the tremendous amount of funds that are needed for ongoing research to develop a cure.

The center, which is to be built at the University of Miami, Fla., is a symbol of hope for the 12 million to 14 million Americans and their families who suffer from diabetes. The "Blueprint for Cure" fund-raising plan, designed by trade union leaders, has proven to be an innovative and creative way for American labor to make their dream a reality.

As many UBC members already know, proceeds from the UBC VISA card have been dedicated to the campaign and other fund-raising efforts have been conducted throughout the country. Every effort is being made to raise the necessary capital for the project—and every contribution helps to make a difference.



Local 1305, Fall River, Mass., recently presented a \$1,000 check for the Blueprint for Cure to First District General Executive Board Member Joseph Lia, left.

Recent contributions to "Blueprint for Cure" have come from:

10, Chicago, Illinois
469, Cheyenne, Wyoming
1026, Miami, Florida
1338, Charlottetown, PEI
1889, Downer's Grove, Ill.
In Memory of Betty Loro from Ladies Auxiliary No. 462.
J. E. Dunn Construction Co.
Patrick J. Campbell
J.V. Chacon
Barney DeSantis
Francis Lamph
John F. Scully

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.

Social Security

Continued from Page 7

the old table to the new formula for those born between 1917 and 1921 who were nearing retirement age. Had this alternate benefit calculation not been adopted, benefits for those born between 1917 and 1921 could have been lower than they are now.

Those born between 1917 and 1921 can have their benefits calculated by the transition formula or the new formula, whichever gives them the higher benefit. In many cases, the transition formula results in the higher benefit.

It is difficult to generalize about the consequences of the notch since an individual's benefits depend on four major variables: the year of birth, age at retirement, level of earnings during working life, and the pattern of the working life.

However, the benefit difference between the 1916 and 1917 birth years could be as little as \$3.20 per month for a lifetime low wage earner who retires at age 62. The greatest differences are for those who work beyond age 65 at high wages. Those who retire at age 62 with average or low earnings are subject to much smaller differences in their benefits.

Many "notch babies," concerned that benefits for other Social Security recipients are higher than they should be, have petitioned Congress to increase their own benefit levels.

There is now before the 100th Congress House Resolution 1917, which would "restore and protect the benefit levels of workers reaching age 65 in or after 1982 and their widows and widowers" by eliminating the "notch." It is sponsored by, at last count, 123 Congressmen.

Most knowledgeable senior-citizen organizations do not support this proposed legislation. They feel that "fixing the notch" could jeopardize benefits for future retirees and their families. Congressman Claude Pepper, a respected advocate for older Americans, has not endorsed any legislative proposals to "fix the notch."

In 1983, when the Social Security system was faced with bankruptcy, everyone gave up something. Retirees in 1983 gave up a six-month COLA. The so-called baby boomers agreed to pay substantially higher payroll taxes and receive a lower level of benefits upon retirement than current retirees—all in an effort to ensure that Social Security would be there when they need it.

UBC

Winnipeg Local Was Province's First

In the September 1986 *Carpenter* article on the history of the United Brotherhood in Canada there was an error in an accompanying chart. Local 791, Brandon, Manitoba, was listed as the first local chartered in the province, but Winnipeg Local 343 which received its charter on Oct. 6, 1887 was the first.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

GRAND MARSHAL



Lyke

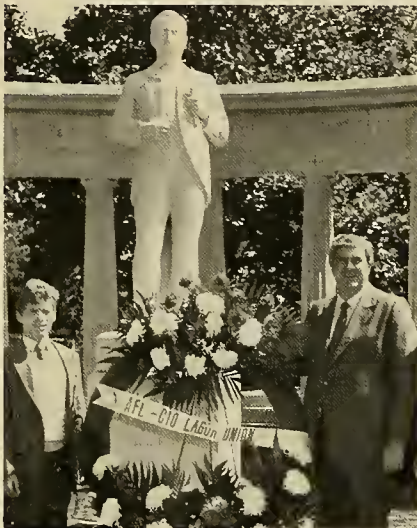
A senior member of Local 1659, Bartlesville, Okla., was selected as the grand marshal for the town Veterans Day parade. Samuel Lyke Sr., a 41-year member of the UBC, is a World War I veteran whose son and grandsons have followed his footsteps into military service.

Because of the family's connections to the armed forces, Veterans Day is no empty holiday—making Lyke's selection as parade marshal something special indeed. His son says, "Dad is proud to be an American and proud to have served his country." Although the senior Lyke tried to downplay his honor, the family looked forward to the event with enthusiasm and respect.

The 90-year-old veteran remembers quite a bit about his days at Camp Pike (then Camp Robinson) in Little Rock, Ark., during the war. Among his unfulfilled ambitions during those days was a wish to be overseas on the front lines. But because of his skill and training in carpentry and plumbing he was considered too valuable to be sent overseas.

N.J. SCHOLARSHIP

Michael Schlagle was one of eight New Jersey students to be named as a 1986 recipient of the Peter J. McGuire Scholarship. Schlagle, who is attending Gloucester County College, was presented with his award at a Labor Day Observance by Local 393, Gloucester, N.J., Business Manager Thomas C. Ober.



Pictured at the McGuire Memorial in Arlington Cemetery, Pennsauken, N.J., from left, are Schlagle and George Norcross, president, AFL-CIO Central Labor Union, Camden, N.J.

BENCHPRESS CHAMP



Gregg Ferris, Local 624, Brockton, Mass., recently won the North American Benchpress Championship. Ferris has been a member in good standing of Local 624 for 10 years, and his local reports, "We are all very proud of Gregg for this accomplishment as well as for being a journeyman carpenter from our local."

GOLF CHAMP



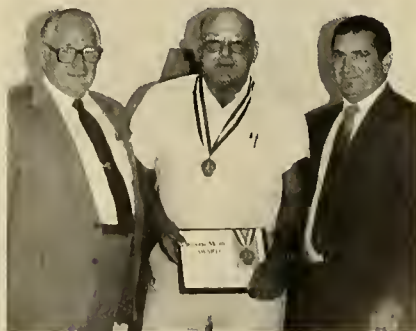
Fritz Fischer, financial secretary of Local 657, Sheboygan, Wisc., and business representative with the Fox River Valley District Council, has once again won the Wisconsin State AFL-CIO Golf Tournament. Fischer won the tournament in a rain-shortened 27 holes with a total score of 128, two over par. Fischer last won the tournament in 1983.

MEANY AWARD

Grant Keefer, a retired member of Local 333, New Kensington, Pa., was recently presented with the George Meany Award at a retirees club luncheon. Keefer, retired on disability for six years after having both legs amputated below the knees, has enjoyed an active role in Scouting since 1957 and has had even more involvement in recent years.

Beginning with the Westmoreland-Fayette Council of Boy Scouts as assistant cub master, Keefer has held the following positions: committeeman, A.S.M., S.M. commissioner, camp ranger, and camp master. He is a Vigil Member in the Order of the Arrow and has received the Award of Merit and the Silver Beaver.

A strong sense of tradition exists in his family. Of the four Keefer sons, three are Eagle Scouts, and two are in the carpentry trade.



George Meany Award winner Grant Keefer, center, is pictured above with Aime Girard Jr., left, Local 333 business agent, and Retiree Club President John Talbot.

Wood Badge Scholarship

Since one out every four Boy Scouts leaders is a union member, the AFL-CIO offers a Wood Badge Scholarship to assist selected union members in acquiring skills that will better equip them to serve the youth of their communities.

The scholarship program covers two Wood Badge courses; an eight-day course for Scout leaders, and an eight-day course for Cub Scout leaders. There will be two scholarships awarded annually in each BSA region.

For more information, or scholarship applications, contact: J. Robert Miller, Director, Labor Relations, Boy Scouts of America, 1325 Walnut Hill Lane, Irving, Texas 75038-3096. Telephone: 214-659-2000.

Service To The Brotherhood



Gloucester, N.J.—Picture No. 1



Gloucester, N.J.—Picture No. 2



Gloucester, N.J.—Picture No. 3

GLOUCESTER, N.J.

Local 393 recently awarded service pins to members with longstanding membership in the UBC.

Picture No. 1 shows 20-year members, from left: Kenneth Collins, Franklin Dowell, Herbert H. Hayes Jr., Reynolds McAdams, and William G. Tessing.

Picture No. 2 shows 25-year members, from left: Gerald E. Seneski, William A. Marshall Jr., John H. Lang Jr., David H. Jones, and Steve R. Florig.

Picture No. 3 shows 30-year members, from

left: Leonard A. Bertett, Edgar E. Forour, Leon A. Hudson Jr., John A. Nordbert, and Anthony Vitcheil Jr.

Picture No. 4 shows 35-year members, front row, from left: Thomas Ober, Russell C. Naylor, John F. Sadesky, Mario Polidoro, and James J. Hanson.

Back row, from left: Raymond Dobbins, Bjarne Dalene, Libero A. Batalino, Henry Delano, Ed Mazak, and Walter A. Reed.

Picture No. 5 shows 40-year members, front row, from left: John P. Kelly, Elmer Mayers, George Potter, William Wade, Charles L.

White, John Winslow, and John H. Hoover.

Back row, from left: Gustave Anderson, Edward Catlett, Hugh Curran, Ealing Dahl, Leroy Emory, and John Sicardi.

Picture No. 6 shows 50-year member Harry J. Kirsche.



Picture No. 6

Also honored, but not pictured were: **60-year member** Michael Vernamonti; **45-year members** Raymond Abbott, James H. Curran Jr., Thomas Heinbaugh, John Humes, Charles R. Hunter Jr., Joseph Lisa, Clyde R. Lumadue, Martin V. Schramm, Joseph Scully, and Gunnar Stromback; **40-year members** Dominic L. Albano, William A. Blackburn, Eugene Carrigan, George A. Christofferson, Norman Christy, Anthony J. Cimino, Charles Cooper, Leslie E. Davy, Kenneth Harvey, Wayne Hurd, Lincoln M. Mosher, Ernest Powell, Wilbert Randolph Sr., Peter Ruggeri, Roy R. Smith, Fiowandi Ummarino, Charles Walter Jr., Charles J. Wilhelm, and Henry F. Wojcik; **35-year members** Edward M. Ablett, Gene Angelino, Clyde Babb, Robert J. Bair, Sandow Di Gangi, Samuel Flynn, James E. Hannold, John J. Humphreys, John Reed, Frank Reed, Roland L. Taggart and John D. Tussey; **30-year members** John Kane, Leon J. Malasky, and Richard Saccamanno; **25-year member** Joseph H. Wright; and **20-year members** Robert L. Anglino, Nicolo Duda, Alfred F. Garaguso, John S. Gorecki, and William Smith.



Gloucester, N.J.—Picture No. 4



Gloucester, N.J.—Picture No. 5



Rockford, Ill.—Picture No. 1

ROCKFORD, ILL.

Members of Local 792 recently received membership pins for 25 and 50 years of service

to the United Brotherhood.

Picture No. 1 shows, from left: Roland Edwards, 25-year pin recipient; Elmer Jones, Local 792 president; Dee Roser, 25-year pin recipient; and Leroy Anderson, Local 792 financial secretary.

Picture No. 2 shows 50-year member David Fagerstrom.



Picture No. 2

ST. JOSEPH, MO.

Members of Local 110 with 25, 35, 45, and 50 years of service recently received pins from the local.

Receiving pins were **50-year members** Harold Christian; **45-year member** Everett Hays; **35-year members** George Wyckoff, N.D. McCauley, and Harold Frazee; and **25-year members** Robb Elder, John Frazier, Fred Lewis, Maurice Power, Don Wiedmaier Sr., and Gene Wilson.



Philadelphia, Pa.—Picture No. 1



Philadelphia, Pa.—Picture No. 2



Philadelphia, Pa.
Picture No. 3



Philadelphia, Pa.—Picture No. 4



Philadelphia, Pa.—Picture No. 5



Philadelphia, Pa.—Picture No. 6

PHILADELPHIA, PA.

Local 1050 recently held a gala celebration to honor the local's 75th anniversary. As part of the event, pins were awarded to members with 25 to 62 years of service to the Brotherhood.

Picture No. 1 shows 62-year members, from left: Pietro Londra and Salvatore Turco.

Picture No. 2 shows, from left: Anthony Pino, 48 years; Charles Bonafino, 48 years; Philip DiRocco, 45 years; Domenick Fiorentino, 45 years; and Charles Castagna, 46 years.

Picture No. 3 shows 40 to 45-year members, from left: Alfonzo Barbier, Mario Londra, Guido Boschetti, Frank Falamone Sr., Albert Casanova, Walter Broda, Joseph Calio, Salvatore Pigliacelli, Larry Casanova, and Frank Manucci, 38 years.

Picture No. 4 shows 35-year members, from left: Joseph DiDio, John Anello, Raymond Armellini, Edward Brigandi, Eurogo Caccamo, Mario Casadonte, Vincent Catanzaro, George Cherneky, Emanuel Ciaschi, Michael Ciotto, Leonard Cipriano, Joseph De Carolis, Carmen DiDonato, Peter DiGuisepppe, Victor Federici, Frank Fendo, Charles Frick, Rocco Giardinelli, Hugh Giardinelli, Anthony Lalli, Joseph Lucis Sr., Frank Palamone, Frank Palestine, Domenic Paone, Roger Parker, Victor Prestianna, Sal Prestianno, Joseph Prestianna, Ernest Ricchezza, Dominic Ruffolo, Angelo Sapienza, and Ralph Zagrabbe.

Picture No. 5 shows 30-year members, from left: Joe Andreozzi, Dominic Bruni, John Calabrese, Sylvester Capozzi, Joseph Ippolito (business agent), Joseph J. Giardinelli, Eugene Castoria, Peter Ciolelli, Thomas Ciotto, Thomas Coia, Ralph DelCiotto, Daniel Fecca, Virgilio Goncalves, Henry Silas Green, Teddy Haraburda, Harry Howell, Victor Iannecce, Bond Martino, Dante Molinaro, Joseph Peraino, Joseph Raiolia, Antonio Regalbuto, Burley Tunnell, Sam Verderamey, John Winterberger, Harry Weise, and Matthew Dudik.

Picture No. 6 shows 25-year members, from left: Vilis Abrams, Joseph Barbieri, Vincent Barbieri, Joseph Bianco, Joseph DeBellis (president), Edward Bobbin, Neil Bracelin, Michael Carpino, John Chirico, Angelo DiDonato, Walter Fish, Edmund Kruopas, Joseph Mancino, Stanley Materna, Nick DelCiotto Jr., Matthew Owens, Frank Palamone Jr., Nicholas Pierno, Nicholas Raimondo, Frank Rizzo, Fred Rossi Jr., Felix Russo, Leonard Testa, John Umstetter, Frank Vento, and Vernon Williams.

LIMA, OHIO

Pins were awarded to members with 20 to 45 years of service at Local 372's Christmas Party.

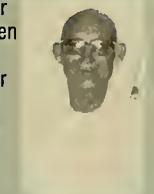
Picture No. 1 shows 20-year members, from left: Kenneth Ridenour, Mark Steinbrunner, and Fred Zeits.

Picture No. 2 shows 30-year members, from left: Jack Bitters, Lee Kesler, Harold K. Stimmel Jr., and Darl Weaver.

Picture No. 3 shows 40-year members, from left: Bill G. Allen and Walter Long.

Picture No. 4 shows 45-year member, from left: Leslie Wittenmyer with President Ken Cummings who presented the pins.

Picture No. 5 shows past president Ted Kennedy who received a pin for his service.



Picture No. 5



Lima, Ohio—Picture No. 1



Lima, Ohio—Picture No. 2



Lima, Ohio—Picture No. 3



Lima, Ohio—Picture No. 4



Memphis, Tenn.—Picture No. 1

MEMPHIS, TENN.

Local 345 held their annual pin presentation ceremony recently to honor longstanding members of the UBC.

Picture No. 1 shows 20-year members, from left: Willie Ray Anglin, Alfred T. Atkins, Charles R. Buzbee, Johnny Smith Jr., James F. Sanders, Frank Bennett Jr., John A. Hill, John A. Beasley, Samuel L. Ford, Donald A. Hutcherson, Floyd Leo Nunn, and Floyd E. McGee.

Picture No. 2 shows 25-year members, from left: Joe E. Boyd Sr. and Joseph Dobias.

Picture No. 3 shows 30-year members, from left: Joe R. Bryant, Floyd A. Parker, and William Y. Stone.

Picture No. 4 shows 35-year members, from left: J. D. Cook, Ivan W. White, and James H. Stanford.

Picture No. 5 shows some 40-year members, from left: John Denton, Allen A. Jacob, C. H. Jernigan, Henry F. Hawkins, Homer C. Williams, Rodney L. Jones, W. G. Lackey, Lamar Mc Millan, Otis A. Miles, and H. C. Patterson.

Picture No. 6 shows more 40-year members, from left: Ollie Richardson, Enos D. Norville, C. H. Albright, R. J. Ballard, Robert H. Boyd, Carrell C. Campbell, Leland Cross, and Fred L. Dacus.

Picture No. 7 shows 45-year members, from left: Harry W. Owen, Clinton Arbor, H. K. Livingston, E. S. Autry, Edward B. Thompson, Norman D. Davenport, Joseph A. Thompson,

Woodrow Goodrich, D. W. Walker Jr., Rimer Yarber, Herman W. Grantham, J. O. Haas, William M. Hicks, and Thomas Lewis.

Picture No. 8 shows 50-year members, from left: Cleo H. Jones, D. T. Lewis, James B. McKell, Otto Schlafer, and Hershel Wade.

Also honored, but not pictured were: **50-year members** R. J. Wade, Will G. Davis, Elbert R. Dill, Burton S. Estes, Brinson Gardner, and J. C. Tucker; **45-year members** C. E. Barbee, Miles S. Beauchamp, Carl H. Bishop, Roy Blanchard, Russell Buntin, James H. Clark, James W. Collins, William D. Crum, Tom H. Crump, Joe O. Edwards, Earlie Evans, Jones M. Hartsfield, David F. Hoffman, Jessie Kerley, Ted G. Lawrence, D. A. Miles, Talford W. Oglesby, C. C. Priddy, Roy Rice, H. G. Sealey, and Richard E. Sherman; **40-year members** Ralph Bledsoe Sr., Randolph Brown, C. W. Cannon, L. W. Casteel, Edward R. Cook, Ernest L. Dalton, Harold B. Davis, John DeHoff, Nathan R. Delk, Albert Floyd, O. T. Glover, Leonard C. Gould, Charles L. Klipsch, Herman Ladd Jr., Henry V. Lovelady, Smith Luttrell, Joe Nicholas, Mell Pruett, Gus E. Richmond, Everett C. Sanders, George E. Trumble, A. T. Tutor, Ernest T. Williams, and Richie J. Willis; **35-year members** Howard W. Brown, James F. Cannon, Alfred L. Jameson, Jimmie L. Lamb, Willie Moore Jr., George F. Parish, and Paul B. Vaughn; **30-year members** James M. Belk, John T. Carson, Jerrold W. Eason, V. L. Greenslade, William G. Marshall, Raymond Navaree, Gerald I. Pratt, and Austin West Jr.; **25-year members** Vernon Y.



Memphis, Tenn.—Picture No. 2



Memphis, Tenn.—Picture No. 3



Memphis, Tenn.—Picture No. 4

Armstrong, Paul E. Bryson, William Ray Godwin, Sammy Mc Lennon, Dale L. Smith, and Sollie Sneed Jr.; 20-year members Withers Anthony Sr., James E. Arnett, Charles W. Cross, Johnny W. Drown, Thomas Ezell, William T. Ferrell, Bobby Gay, Richard D. Glass, Joe M. Harrison, Dennis Hensley, James C. Jeffery, Pete L. Kerley, Harvey R. LaGasse, Henry L. Ryder, Elbert F. Starnes, James E. Taylor, and Robert L. Tolbert.



Memphis, Tenn.—Picture No. 5



Memphis, Tenn.—Picture No. 6



Memphis, Tenn.—Picture No. 7



Memphis, Tenn.—Picture No. 8



Gary, Ind.—Picture No. 1



Gary, Ind.—Picture No. 4



Gary, Ind.—Picture No. 2



Gary, Ind.—Picture No. 6



Gary, Ind.—Picture No. 3



Mansfield, Ohio—Picture No. 1



Mansfield, Ohio—Picture No. 3

MANSFIELD, OHIO

At the annual Old-Timers Night, Local 735 awarded pins to members with 25 to 40 years of service to the Brotherhood.

Picture No. 1 shows, from left: John Constance, 25 years; Nick Olivieri, 30 years; Paul Florence, 25 years; and Fred Lutz, 30 years.

Picture No. 2 shows 40-year members, from left: Harry C. Peter, George Dill, James Wynn, Richard Surman, Robert Kershner, and William Bogantz, Local 735 president.

Picture No. 3 shows 45-year members, from left: Verne Cole, Gale Smith, and Robert Grove.

Picture No. 4 shows Business Representative Herman Bogantz, left, with John Brumenschenkel, the Old Timer of the Year for Local 735. Both men have 38 years of service and joined the union on the same night.



Mansfield, Ohio—Picture No. 4



Mansfield, Ohio—Picture No. 2



Merrill, Wisc.

GARY, IND.

At Millwright Local 1043's annual retirement banquet, members with 20 to 40 years of membership in the Brotherhood were honored.

Picture No. 1 shows 20-year members, from left: Clifford Stringer and Ron Selin.

Picture No. 2 shows 25-year members, from left: John Tonello and Dale Morford.

Picture No. 3 shows 30-year members, from left: O.G. Barley, Frank Kark, Allen Wright, and Eugene Long.

Picture No. 4 shows 35-year members, from left: Carl R. Robinson and Robert Trujillo.

Picture No. 5 shows 40-year member Raymond Keesey.

Picture No. 6 shows 40-year members, front row, from left: Don Forrest, Kenneth Bowman, and Daniel Kestner.

Back row, from left: Anthony Wrann and Andy Cihal.



Picture No. 5

CHAMBERSBURG, PA



Hugo Kabbel at age 84 is Local 616's oldest member. A 65-year member of the Brotherhood, he recently received a pin at a presentation by his local.

Kabbel joined the Brotherhood in New Jersey in 1921. According to his local, "He worked from East Coast to West Coast and back again and . . . believes he drove 20 tons of nails and handled and sawed 50 boxcar loads of lumber."

MERRILL, WISC.

Local 2344 recently held its annual pin presentation, awarding pins to members with 25 to 40 years of service.

Pictured, from left, are Ervin Herdt, 25 years; Laurence Zoellner, 30 years; Harold Robl, Local 2344 president; Alvin Kleinschmidt, 40 years; Ray Pfingsten, 30 years; and Robert Beyer, 30 years.

Not pictured, but receiving pins, were 30-year members Harvey Berg and Louis Blum; and 40-year member Wilbur Howard.



JOHNSON CITY, N.Y.

Johnson City, N.Y.—Picture No. 2

Local 281 recently celebrated 75 years as a UBC affiliate and awarded gold cards to three 50-year members. Cards were presented to George Hoyt, William Alling, and Roger F. Kane.

Picture No. 1 shows, from left: Local President Rudy Colton with 52-year member Richard Brogan, and 51-year member Donald Vosburgh.

Picture No. 2 shows all the members with 25 to 52 years of service who were at the anniversary celebration. Front row, from left: Rudy Colton, 35-years; Sebastian Paterniti, 33-years; Duane Kane, 28-years; William Winfield, 33-years; and Bruce Pierce, 32-years. Second row, from left: Charles Osman, 33-years; Herbert Barnes, 46-years; Richard Brogan, 52-years; Richard Wm. Hamilton, 45-years; Floyd Hohn, 30-years; and Frederick Powell, 38-years. Third row, from left: L. Vincent Huff, 33-years; Joseph Bernhardt, 31-years; Paul Guiton, 40-years; Dave Hamilton, 40-years; Harry A. Stratton, 45-years; Chester Nezelek, 25-years; Donald Vosburgh, 51-years; John Frederick, 45-years; Lynn Markham, 40-years; Francis Clark, 40-years; and Henry Cerinetti, 28-years.

Back row, from left: Warren Smith, 26-years; Allen Merritt, 39-years; Kenneth Laurie, 35-years; Leroy Linville, 34-years; Thomas Bassett, 35-years; Lee Pickering, 40-years; Melvin Pickering, 44-years; William Bernhardt, 40-years; and Louis Lesyshyn, 41-years.



Johnson City, N.Y.—Picture No. 1

HICKSVILLE, N.Y.

Members with 25, 35, 45, and 50 years of service to the Brotherhood were recently honored by Local 1772.

Picture No. 1 shows 25 and 35-year members, front row, from left: Joseph Springer, retired; George Decker, recording secretary; and Frank Bukowy, retired.

Back row, from left: William Hydeic, president; Joseph Tenga; Joseph Ingenito; Henry Young; and Ernest Dunekack, business representative.

Picture No. 2 shows 45-year members, seated, from left: Al Brant, William Hill, and Stephen Slanina, with President Hydeic and Business Representative Dunekack.

Picture No. 3 shows, seated, from left: Peter Hansen, 57 years; and Glen Kerbs, retired business representative, 50 years; with President Hydeic and Business Representative Dunekack.



Hicksville, N.Y.—Picture No. 2



Hicksville, N.Y.—Picture No. 3



Hicksville, N.Y.—Picture No. 1



Correction: One of our members has brought to our attention that we were supplied with incorrect photo identification information for the above photo in our November 1986 issue, Picture No. 3, Regina, Sask. The correct photo identification is as follows: Picture No. 3 shows 30-year members, from left: Leo Fritz, Sam Zerebecki, Jerome Vertefevine, Ervin Ryba (partly hidden), Ken Block, Bill Filleul, George Zink, Clarence Saville, and Greg Borowski.

IN MEMORIAM

The following list of 864 deceased members and spouses represents a total of \$1,550,411.73 death claims paid in December 1986; (s) following name indicates spouse of members

Local Union, City

- 2 Cincinnati, OH—Charles Boothby.
- 3 Wheeling, WV—Freda Mae Aumend (s), George E. Tolbert.
- 5 St. Louis, MO—Elmer H. Vogel, William J. Immer, William P. Karius Sr.
- 7 Minneapolis, MI—Gloyd W. Boyum, Herman Johnson, Nels W. Loberg, Phyllis J. Zurek (s).
- 8 Philadelphia, PA—William E. Gordon, Stephen J. Mishon
- 12 Syracuse, NV—Herbert W. Haase
- 13 Chicago, IL—Julius Zacker, Leonce Giguere, Pearl Kozrzeski (s), Thomas J. Mulvey
- 15 Hackensack, NJ—Charles Daly, George R. Sojka, Irma M. Monda (s), Ivar Larsson, Walter Jansson.
- 17 Bronx, NY—Brunetta Milano (s), Joseph Buetti, Joseph Janetti, Lillian Glanville (s), Luigi Mennella, Max Finkel, Nathan Sacks, Rosalie V. Washington (s).
- 18 Hamilton, Ont., Can.—Mona MacLean (s).
- 22 San Francisco, CA—Jesse Howard, Matvai Bogdanov, Ralph Cyril Smith, Shirley Ann Westfall (s), Sophie K. Gavron (s).
- 24 Central, CT—Emil Knoblock, Isala Bernabi.
- 25 Los Angeles, CA—P. J. Daniel.
- 27 Toronto, Ont. Can.—Albert Neilson, Frank Gulycz.
- 28 Missoula, MT—Roy C. Duncan
- 31 Trenton, NJ—Samuel J. Christopher.
- 34 Oakland, CA—George H. Freeland, Henry H. Grant, Margaret Jean Lindell (s).
- 36 Oakland, CA—Kaarlo August Rapp, Roosevelt Smith.
- 41 Woburn, MA—Charles F. Paladini.
- 42 San Francisco, CA—Demetrio Gonzalez, Lois Marie Buzzell (s), Marjorie Melita Perry (s), Ricardo Cabrera.
- 44 Champaign & Urbani, IL—Willard L. Cuskaden.
- 47 St. Louis, MO—Harry Franklin Hixson, Russell Walker.
- 48 Fitchburg, MA—Wayne Nord.
- 50 Knoxville, TN—James A. Gentry.
- 53 White Plains, NY—Vincent Gropia.
- 55 Denver, CO—Esther T. Laub (s), Peter A. Ochs, Thomas Hammons.
- 58 Chicago, IL—Edwin B. Johnson, Fred G. Gustafson, Robert K. Brandt, Simon B. Gustafson, Toivo Kiviranta.
- 60 Indianapolis, IN—Bert Hyatt, Chester Ballard, Joseph P. George, Kenneth M. Jenkins, Richard Stern, Sr.
- 61 Kansas City, MO—Elec A. Jarboe, Harrel W. Farmer, Joseph B. Wolverton, Lee C. Peterson, Oma Lee Hughes (s), Thomas W. Dobbins, William O. Carroll.
- 63 Bloomington, IL—Lloyd O. Walden.
- 64 Louisville, KY—Anna Elizabeth Hopper (s), Thomas Durbin.
- 65 Perth Amboy, NJ—Edna M. Jost (s).
- 66 Olean, NY—Barney Zeck.
- 67 Boston, MA—Eric A. Olson, Joseph Pedranti, William R. Doyle.
- 69 Canton, OH—Charles Kanagy, Jr.
- 74 Chattanooga, TN—Melgina Young (s), William N. Daughtrey.
- 76 Hazelton, PA—Joseph W. Kalinowski.
- 77 Port Chester, NY—Harold E. Riehl.
- 80 Chicago, IL—Jacob Huizinga, Peter Schoenmeier.
- 83 Halifax N.S., Can.—Arthur Henry Young.
- 85 Rochester, NY—Nelson Stott Sr., Sara E. Murray (s).
- 87 St. Paul, MN—Alma Schwanz (s), Edwin J. Moser.
- 89 Mobile, AL—Lottie Pearl Lewis (s), Smith O. Murff, Ulyss S. Turner, Vera Co. Jernigan (s).
- 91 Racine, WI—Agnes Smith (s), John Friesema, Peter Thielefsen.
- 94 Providence, RI—Frank A. Peter, Jr. John Dibiasse.
- 96 Spokane, WA—Elsa E. Ziegfried (s), Robert V. Summers, Robert W. Johnson.
- 101 Baltimore, MD—Cornelia Wasilevich (s), Dean J. Gardner, Edwin F. O'Leary, Frances L. Lessner (s), John A. Dalton, John J. Papandreas.
- 102 Oakland, CA—Clarence C. Castro, James P. Flippo, Lolave Lucretia Hunt (s).
- 103 Birmingham, AL—Leroy Hendrix, Noah M. Pennington.
- 104 Dayton, OH—Charles G. Siebel, Elizabeth Dawn Procnar (s), Theodore S. Sizemore, William H. Schulte.
- 105 Cleveland, OH—Johnnie James, Maximilian Jerin.
- 106 Des Moines, IO—Thomas G. Spragg.
- 109 Sheffield, AL—Mamie E. Woodis (s).
- 111 Lawrence, MA—John E. Dunn.
- 114 East Detroit, MI—Martha Naoma Tines (s), Melvin Eisenhardt, Roy L. Eison.
- 116 Bay City, MI—James C. Benford.
- 118 Detroit, MI—Alice Pearson (s), Anders Alex Schou, Casper Sekoian, Charles H. Ropelle, Charles R. Patrick, Evelyn F. Provencher (s), Harlan Ruark, Leo Homrich, Theodore Misiak.
- 120 Utica, NY—John F. Duppert, Kathryn E. Turner (s), William Walter Rice.
- 123 Broward County, FL—Carlton F. Patton, Helen Mary Kimbrel (s), Lowell G. Patrick, Robert L. Burleson, Roswell R. Rollins.
- 125 Miami, FL—Andy Lee Hopper, Joseph Calhoun, Joseph Fred Thompson.
- 130 Palm Beach, FL—Carrie R. Fitts (s), Charles C.

Local Union, City

- Pearson, Jr., Eino Lunden, Reba L. Garnett (s).
- 131 Seattle, WA—Aage Jensen, Carl E. Smith, Charles E. McKeag, Edward A. Lord, Everett Hising, Hugh Gray Webster, Joseph P. Ruff, Robert D. Roderick.
- 132 Washington, D.C.—Betty June Thomas (s), Dale D. Johnson, Ella M. Horton (s), Frank Dotson, Frank M. Chisholm, Fred Zimmers, Jacob W. Cole, Morris Hall, Sr., Noah B. Lyon, William T. Vance.
- 133 Terre Haute, IN—Edgar C. McGee, Ivan R. Pell, Lewis E. Chickadaunce.
- 135 New York, NY—Anthony Montemarano, Sam Besdansk.
- 140 Tampa, FL—Arthur Ray Humphrey, Marion H. Kirrim, Myrtice Inez Peacock (s).
- 141 Chicago, IL—Carl Wessman, Edward Powers, Joseph A. Bielawski.
- 142 Pittsburgh, PA—Thomas F. Lamb.
- 149 Tarrytown, NY—Dominick Ulacco, Fileno Menna.
- 162 San Mateo, CA—Agnes S. Utne (s).
- 165 Pittsburgh, PA—Antonio Colazzi, Joseph A. Senge.
- 166 Rock Island, IL—Charles A. Wilcox.
- 169 East St. Louis, IL—Casimer F. Kostecki.
- 171 Youngstown, OH—Alfonso Doonanumo, George McGarry.
- 174 Joliet, IL—Cecil Cavitt, Gilbert Woodman, John P. Nelson, Wayne Pemble.
- 181 Chicago, IL—Alice G. Lesniak (s), Christ E. Miller, John E. Warner, Leonard E. Olson.
- 182 Cleveland, OH—Adam Nitz, Matt Nelson, Norman E. Tober.
- 183 Peoria, IL—Cecil R. Gittings, William J. Williams.
- 184 Salt Lake City, UT—Hans A. Pella, Marie Vreeke (s), Mark Lovato.
- 186 Steubenville, OH—Donald Dunlevy, Patty D. Tope (s).
- 187 Geneva, NY—Leo Carnevale.
- 198 Dallas, TX—Harry P. Herndon, Leonard L. Hargrove, Richard Summe Wigginton, Sam S. Duff.
- 199 Chicago, IL—Adolph Erickson, John J. Burgess, Norman A. Bloom.
- 200 Columbus, OH—Charles E. Stitt, Nella Faye Caudill (s), William J. Davie.
- 210 Stamford, CT—Hilbing A. Gustavson, Paul Kantor, Robert J. Armstrong, Jr.
- 213 Houston, TX—D. H. Lumpkin, Hedwig Hintz (s), Paul A. Gebert, Thomas H. Mixon Sr.
- 220 Wallace, ID—John P. Ferguson.
- 225 Atlanta, GA—Elizabeth Louise Smith (s), Forest Homer Duncan, James C. Rish, Lewis A. Lackey, Lile N. Durham (s).
- 232 Fort Wayne, IN—Claude Jessup, Herman P. Kleinschmidt, R. Dennis Griffith.
- 246 New York, NY—Charles Cardona, Edmund Wondra, Ernest Grunhut.
- 247 Portland, OR—Anneas Loger, Emanuel Schunk, Fred H. Cloyd, Howard C. Pahl, Norman Davis, Roy O. Lacroix, Walter Kinnan.
- 254 Cleveland, OH—Henry S. Brzeski.
- 256 Savannah, GA—Rothell Wasson Sr.
- 257 New York, NY—Arne Sorly, Julia Schiapparelli, Kathryn Schwartz (s), Luca Reich, Rose Varone (s).
- 258 Oneonta, NY—Marguerite Southard (s).
- 259 Jackson, TN—Jimmie Neal Holt.
- 260 Berkshire County, MA—Elsie I. Root (s).
- 261 Scranton, PA—William Keisling Jr.
- 262 San Jose, CA—Ayres Byron, Barbara Navarro (s), Felipe Espinosa, Marino Proni.
- 264 Milwaukee, WI—Henry A. Schultz.
- 265 Saugee, WI—Leonard Corcoran.
- 275 Newton, MA—Edward French.
- 278 Watertown, NY—Jesse R. Hamm.
- 280 Niagara Gen. & Vic., NY—Beryl F. Bidwell (s), John E. Pitman, Ruth M. Edwards (s).
- 283 Augusta, GA—George G. Daniel.
- 286 Great Falls, MT—Glenn H. Randall, Joseph A. Cobb, Nils Ballestad, Raymond Wilson.
- 287 Harrisburg, PA—Alvin D. Miller, Ruth Dubs (s), Wilmer H. Sheaffer.
- 296 Brooklyn, NY—Jack Cooper, Martin Johnson, Richard Palmer, Sigmund Keryc, Sol Eisenberg.
- 297 Kalamazoo, MI—Robert E. Johnson.
- 302 Huntington, WV—Clarence Spears.
- 304 Denison, TX—Ernest E. Holland.
- 316 San Jose, CA—James Curtis White, Mary Rose Polizzi (s), Otis Porter, Virgil L. Maxwell.
- 317 Aberdeen, WA—Clinton Betteley.
- 319 Roanoke, VA—Mertie Worrell Newman (s).
- 329 Oklahoma City, OK—Dorothy M. Coon (s), Edward W. Miller, Elmer Alfred Ross, George B. Heaton, Kenneth N. Taylor.
- 340 Hagerstown, MD—Betty Ann Price (s).
- 342 Pawtucket, RI—Aurele St. Hilaire, Nelson A. Fortier, Rosaire Marceau.
- 348 New York, NY—Henry Legoff, Joseph Maurin, Ludo Neuser, William Schackner.
- 356 Marietta, OH—Joseph P. Tormes.
- 359 Philadelphia, PA—Henry B. Spohn, Walter Bair.
- 361 Duluth, MN—Gerhard Grothberg, Robert L. Moebakken.
- 362 Pueblo, CO—Henry C. Drewes, Leona Reynolds (s), Philip Berg.
- 370 Albany, NY—Albertine Bissonnette (s), John A. Elkins, John R. Schmidberg.
- 377 Alton, IL—Fred Glassbrenner.

Local Union, City

- 379 Texarkana, TX—Ernest B. Perkins, Sidney Alfred Prince.
- 388 Richmond, VA—Albert H. Theimer, Perry E. Lahmon, Raymond Hall, Wilbert W. Martin.
- 400 Omaha, NE—Elam J. Rupe, Ronald D. Larson.
- 402 Northampton, MA—Norma H. Stafursky (s), Serky G. Selivanoff, William P. Baranoski.
- 404 Lake County, OH—Dwight E. Westcott.
- 413 South Bend, IN—Bayard Delong Taylor, Harley J. Devereaux, Robert V. Harringer.
- 417 St. Louis, MO—Robert C. Schaffer.
- 424 Hingham, MA—Sylvio W. Bergeron.
- 434 Chicago, IL—Ann Bako (s), Ralph Wals, Theodore Alexander.
- 437 Portsmouth, OH—Ray Moore.
- 452 Vancouver, B.C., CAN—Edwin Bond, Frank Messmer, George Morosky, James Ball, Peter Kirkhus.
- 454 Philadelphia, PA—Anthony Troise, Mark K. Lashley.
- 469 Cheyenne, WV—Harold E. Melcher, Loren M. Sanders.
- 470 Tacoma, WA—Earl McWilliams, Robert G. Grant, Robert Woodward, Ruben T. Morgan.
- 472 Ashland, KY—Marvin L. Wickware.
- 475 Ashland, MA—Enoch Peterson, George A. Hildreth.
- 480 Freeburg, IL—Alma Bischoff (s).
- 483 San Francisco, CA—Henry Dickerson.
- 492 Reading, PA—Joseph A. Tetlak.
- 500 Butler, PA—James Harvey.
- 510 Berthoud, CO—Clayton V. Anderson, Monna Lee Schwander (s).
- 514 Wilkes Barre, PA—Eleanor K. Spaide (s), Frank T. Gaiteri, George S. Stip, Joseph Borkowski.
- 518 Sistersville, WV—Denton E. Hall.
- 531 New York, NY—Fred Dalpiaz, Henry Hilmer, Joseph McCabe.
- 537 Aiken, SC—Betty Louise Kitchens (s).
- 548 Minneapolis, MN—Sandra Johnson (s).
- 562 Everett, WA—Myers W. Barnett, Rose L. Chonzena (s).
- 563 Glendale, CA—J. B. Chappell.
- 586 Sacramento, CA—Billy Murrell, Jr., Elliott Allen Law, Harry Ishoy, Leroy Dowling, Roy Crow, W. Wesley Trimble.
- 599 Hammond, IN—Erma Mae Crouse (s), Grace Olson (s), Lewis Hyde, Roy Blanchard.
- 603 Ithaca, NY—Arland Cretser.
- 606 Va. Eveleth, MN—Kenneth John Pagel.
- 607 Hannibal, MO—Norris P. Lacey.
- 608 New York, NY—Anthony P. Nolan, Bert Gustafson, Donald J. Kelly, Eamon P. Fitzgerald, Eleanor M. Barrett (s), James Ross Hendry, Peter Sheridan.
- 623 Atlantic County, NY—George Phy, Raymond H. Smith.
- 624 Brockton, MA—Richard Curry.
- 627 Jacksonville, FL—Otis Eugene Jones.
- 635 Boise, ID—Vula Mary Sporer (s).
- 638 Marion, IL—James Minor, Leroy George Ahlheim, Philip Cripps.
- 639 Akron, OH—Clyde M. Sutton, Earl L. Esteb, Harold L. Moss, James L. Croft, Ralph E. Drumheller, Thomas J. Hoff.
- 640 Metropolis, IL—Fred M. Baugher.
- 642 Richmond, CA—Agnes Mabel Arneson (s).
- 643 Pekin, IL—Muriel Ella Green (s), Robert E. Skelton, Zane V. Nicholson.
- 653 Chickasha, OK—Lula Bess Sampson (s).
- 660 Springfield, OH—Harold R. Roller.
- 665 Amarillo, TX—Charles Reno Jr., Dick Stover, Dora Kilpatrick (s), Homer L. Jordan, Loletta H. Moncrief (s), Yancy A. Little.
- 668 Palo Alto, CA—Doc Field Griffin, Raymond O. Tracy.
- 678 Dubuque, IA—Cecil Hines.
- 690 Little Rock, AR—Bill W. Rowan.
- 703 Lockland, OH—Dallas Timothy Wilcoxon, Kathryn Whittaker (s), Max Koolman.
- 704 Jackson, MI—Annelies Lenfestey (s), George Gobba.
- 710 Long Beach, CA—Charles B. Helin, Daniel D. Davis, Ralph E. Schaffer.
- 720 Baton Rouge, LA—Carroll Erwin Duffy, Edward J. Terrell, Frances F. Amato (s), Frank L. Doughty, Mildred C. Willie (s), Robert S. Riddle.
- 721 Los Angeles, CA—Andrew Talamantes, Clayton Babcock, Edward Pilon, Ernie H. Anderson, Henry M. Foote, Hildegard Reithmaier (s), Rhea Dorothy Joseph (s).
- 725 Litchfield, IL—Ralph Totsch.
- 739 Cincinnati, OH—Daniel D. Escenwine, George H. Young.
- 742 Decatur, IL—Dorothy J. Brimm (s), Orville E. Dempsey.
- 743 Bakersfield, CA—Avon Guy Rutledge, Max Martin, Wilbert Buford Eldridge.
- 751 Santa Rosa, CA—Arnold Ahlstrom.
- 753 Beaumont, TX—Ethel Kathryn Gnilory (s), Sam R. Wolf.
- 764 Shreveport, LA—Emmett S. Brown, James L. Willis.
- 770 Yakima, WA—Harry A. Popp, O. Merle Cheshier.
- 780 Astoria, OR—Everett C. Groat.
- 781 Princeton, NJ—Edwin A. Toussaint.
- 783 Sioux Falls, SD—Lloyd Gerry.
- 785 Cambridge, Ont., CAN—John Fritz.
- 792 Rockford, IL—Harriet Clausen (s).
- 797 Kansas City, KS—Lee Ed Watkins.

815 Beverly, MA—Anita E. Dash (s), Joseph Degagne.
 821 Springfield, NJ—Maria J. Agostinho (s).
 824 Muskegon, MI—Thomas Kuiper.
 839 Des Plaines, IL—Alice B. Cormier (s), Everett Osar, Mario Pironi, William A. Weide.
 849 Manitowoc, WI—Joseph Slegier.
 889 Hopkins, MN—Frank Ardolf.
 902 Brooklyn, NY—Anthony Taormina, Eugene Wiesbeck, Eugenia Levardeen (s).
 906 Glendale, AZ—Anthony R. Damico, Binetta Fanning (s), Robert G. Jolly.
 921 Portsmouth, NH—Alexander Perreault.
 929 Los Angeles, CA—Irving R. Lattay.
 932 Peru, IN—John J. Kumlir.
 943 Tulsa, OK—James L. Lester, John Herold Janzen, Sr., Lemuel D. Jones, Leslie A. Redfern.
 944 San Bernardino, CA—Gertrude Stephens (s), Maxine Fern Anderson (s), Robert L. Nelson, Woodrow W. Smith.
 951 Brainerd, MN—Arthur O. Lee.
 964 Rockland Co., NY—Robert Conklin.
 971 Reno, NV—Alfred David Odle, Carl Eugene Chot, Verna May Brannschweig (s).
 973 Texas City, TX—Paul Winn Baker.
 977 Wichita Falls, TX—Frank Eggert.
 998 Royal Oak, MI—Charles W. Hutchinson, Jack R. Tarkett, Roy McBride, Stanley B. Chachulski, Thelma White (s).
 1005 Merrillville, IN—Helen Alberta Bundy (s), Joseph P. Tombers, Lillian L. Selkow (s).
 1006 New Brunswick, NJ—Louis H. Heick, Louis Teza, P. Lester Dayton, Walter Lesneski.
 1010 Uniontown, PA—Maxine L. Hensel (s).
 1024 Cumberland, MD—Gloria Jean Reel (s).
 1027 Chicago, IL—Abe Martin, Bruno Fritz Kuehn, Dominik Zyga, Joseph Altmann, Method Duchon, Peter C. Spizziri.
 1043 Gary, IN—Charles E. Yeoman, Nicholas Ordean.
 1050 Philadelphia, PA—John Calabrese, John Klase, Luigi Decicco.
 1053 Milwaukee, WI—George Husli.
 1055 Lincoln, NE—Ira H. Barclay.
 1062 Santa Barbara, CA—Benjamin C. Dismuke.
 1065 Salem, OR—Alfred Desmond Brown, Clarence F. Goddard, M. C. Farrell, Orin Schollian.
 1078 Fredericksburg, VA—Willie McDuff Harding.
 1084 Angleton, TX—Doris C. Keels (s), John T. Anderson.
 1088 Punxsutawney, PA—John Polito.
 1089 Phoenix, AZ—Alton T. Lewis, Don C. Edwards, Nellie Clara Patton (s), Roy Hermit Longshore.
 1091 Bismarck, ND—William S. Miller.
 1097 Longview, TX—Isaac Morris Clark.
 1098 Baton Rouge, LA—Arthur B. McDaniel, Michael J. Hebert, William E. Payne.
 1102 Detroit, MI—Archie B. Chapman, Edwin D. Miller, James C. Jackson, Victor Lindgren.
 1108 Cleveland, OH—Frank J. Szakacs.
 1113 San Bernardino, CA—Mary Irene Trumbull (s).
 1114 S. Milwaukee, WI—Marvin John Borchardt.
 1120 Portland, OR—John J. Erickson.
 1138 Toledo, OH—Alice E. Hoffman (s), Evelyn Komorowski (s).
 1140 San Pedro, CA—Virgilio Cavedoni.
 1149 San Francisco, CA—Charles W. Hogan, John T. Ring, Marie E. Christofferson (s).
 1155 Columbus, IN—Avery S. Martin.
 1160 Pittsburgh, PA—Henrietta Geissler (s).
 1164 New York, NY—Antonio Macaluso, Florence Klee (s), Herbert Lang.
 1176 Fargo, ND—Hugo E. Anderson.
 1184 Seattle, WA—Arthur Roland Winbeckler.
 1187 Grand Island, NE—Ralph R. Palu.
 1207 Charleston, WV—Claude F. Sullivan.
 1216 Mesa, AZ—Sherman Hammond.
 1222 Medford, NY—Charles Cushman, Frederick Norton.
 1235 Modesto, CA—Fred J. Davis.
 1240 Oroville, CA—Robert L. Fulton.
 1245 Carlsbad, NM—William S. Primrose.
 1251 N. Westminster, BC, CAN—Dean John Ninnis, Thorbjorn Wilmann.
 1258 Pocatello, ID—Esther Ruth Johnson (s), Telmar Clive Seibert.
 1273 Eugene, OR—Roy W. Bailey Jr.
 1274 Decatur, AL—Alfred J. Ezell.
 1280 Mountain View, CA—Allen Joe McDonald, Raymond Hardie.
 1292 Huntington, NY—Alfred Swenson, James Ryan.
 1296 San Diego, CA—Adan Ortiz, Delia Maxine Bell (s), Ellen Theresa Fortner (s), Fred F. Hill, George Tooker, Henry P. Lam, Hugo A. Peterson, Ida C. Abeyta (s), Leon G. Warner, Miguel Chavez, Robert D. Stivers, Ronald C. Smith, Willie Lee Fenison.
 1305 Fall River, MA—Felix Gaudreau.
 1307 Evanston, IL—Eugene Sapinski.
 1310 St. Louis, MO—Caroline Clark (s), David P. Schwab.
 1319 Albuquerque, NM—Gus T. Argeanas, Lewis A. Dvorak.
 1325 Edmonton, Alta, CAN—John Juba.
 1333 State College, PA—Roy L. Douth.
 1337 Tuscaloosa, AL—Edgar Harrison Brown.
 1341 Owensboro, KY—Erman Girvin.
 1342 Irvington, NJ—Alfonse Palo, Carl Arvidson.
 1355 Crawfordsville, IN—Fay B. Conkright.
 1359 Toledo, OH—Felix Szymanski.
 1362 Ada Ardmore, OK—Earl L. Barrick.
 1363 Oshkosh, WI—Lorraine Salzsieder (s).
 1397 North Hempstead, NY—Joseph Milewski.
 1402 Richmond, VA—Clinton B. Layne.
 1404 Biloxi, MI—Joseph C. Burton.
 1407 San Pedro, CA—John Ramirez.
 1418 Lodi, CA—Frank H. Bailey, Gladys R. Peterson (s), Henry Gronroos, Louis Al Borge.

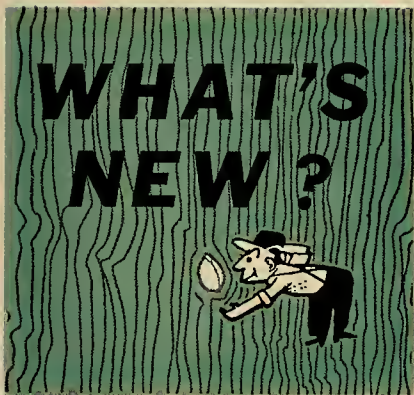
1419 Johnstown, PA—Clifford Little, John A. Stephens.
 1423 Corpus Christi, TX—Ramiro Soltz, Warren Lester Caddell, William H. Smith.
 1425 Sudbury, Ont., CAN—Barzil L. Heggart.
 1445 Topeka, KS—Russell H. Fairchild.
 1452 Detroit, MI—Anthony B. Gambino.
 1453 Huntington Beach, CA—Edward M. Perry, Keith H. Pelkey, Pete Wilson, Robert F. McDermott Sr.
 1454 Cincinnati, OH—Gilbert H. Adams, William O. Sears.
 1456 New York, NY—Marion Johnsen (s).
 1463 Omaha, NE—Orrin L. Ramage.
 1464 Mankato, MN—Harold Wayne Mutch.
 1486 Auburn, CA—Marilynn C. Gomes (s).
 1494 Intern'l Falls, MN—Duane Stenberg.
 1497 E. Los Angeles, CA—Felix D. Lopez, Helen Vichonoff (s), Joe Martinez, Refugio O. Bejarano, Tony C. Parra.
 1498 Provo, UT—Allen Hudson.
 1506 Los Angeles, CA—Constant J. Campbell, Mary Elizabeth Webb (s), Richard D. McKee.
 1512 Blountville, TN—John C. Richardson.
 1519 Ironton, OH—Kile Junior Lake.
 1521 Algoma, WI—Geraldine Sibilsy (s), Glenn Magle, Harry Grasley.
 1529 Kansas City, KS—Julia Isabelle Hoffman (s).
 1535 Highland, IL—Frieda Walter (s).
 1536 New York, NY—Grace M. Gargano (s), John Yanovich.
 1564 Casper, WY—Merrilyn S. Cherni (s).
 1571 East San Diego, CA—James B. Werner.
 1573 West Allis, WI—Patricia Alice Tenant (s).
 1583 Englewood, CO—Oscar Garza.
 1590 Washington, DC—John Edgar Van Allen, Lela Whitmer Smith (s), William Underwood.
 1595 Montgomery County, PA—Henrietta Gilmour (s).
 1596 St. Louis, MO—Frank Steinhoff, Harry Vonromer, Rudolph Becker.
 1597 Bremerton, WA—Ellis S. Custodio.
 1598 Victoria, BC, CAN—Beverly McDonald (s).
 1599 Redding, CA—George D. Mathieson, George W. Stone, John E. Englert, Leaman Holley.
 1622 Hayward, CA—Francisco Placeres, Jess Marshall Carty, Joaquin Peixotto, Lillian E. Penland (s), Mark L. Araujo, Talmage Hicks.
 1632 St. Louis Obispo, CA—Carl E. Haydon.
 1641 Naples, FL—Joseph F. Helton.
 1644 Minneapolis, MN—Carole R. Zimmerman (s), Walter M. Eichler.
 1664 Bloomington, IN—Homer White.
 1669 Ft. William, Ont., CAN—Joe Kushner.
 1685 Melbourne-Daytona Beach, FL—Frederick Andrew Lorimer.
 1689 Tacoma, WA—Ivan D. Queen, James H. Summers.
 1693 Chicago, IL—DeForest F. Kress, Thomas A. Grosso.
 1701 Buffalo, NY—William J. Summers.
 1708 Auburn, WA—Kenneth G. Bartrum.
 1741 Milwaukee, WI—Donald G. Wolfe, John Krenn.
 1749 Anniston, AL—Ben L. Moore.
 1750 Cleveland, OH—Russell E. Dent, Sam Chernin, Sam Riemer.
 1752 Pomona, CA—Edward B. Nickerson, Elmer R. Eaton, Harry Taylor, L. Harley Anderson, Samuel Priven.
 1757 Buffalo, NY—Felix Kaczmarek.
 1764 Marion, VA—Hazel M. Blevins (s), James L. Cook.
 1765 Orlando, FL—Joan Louise Bilski (s).
 1772 Hicksville, NY—Karl Eriksson.
 1780 Las Vegas, NV—Bill Fred Meeks, Carol Ranae Connor (s), Edward C. Weese, Lavar Hirschi, Louis Caruso, Ronald C. Bain.
 1797 Renton, WA—Carlyle E. Mattison, Wynon Orville Wilkerson.
 1815 Santa Ana, CA—Aaron Joe Maldonado, Joyce Fay Jamar (s), Otis L. Capps, Walter L. Ingham.
 1822 Fort Worth, TX—Clarence E. Fuller, Lloyd G. Miller.

Seniorshield Described in Kit

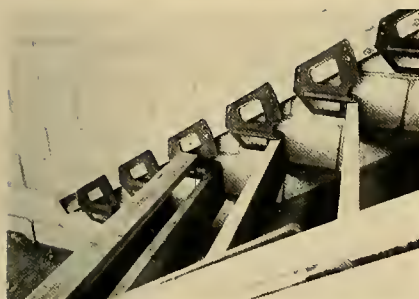
A new health-care insurance called "Seniorshield," designed to supplement Medicare for senior union members, is now available from the Union Labor Life Insurance Co. It has the endorsement of the United Brotherhood, and it is exclusively for UBC members and their spouses over age 65.

There was detailed information about Seniorshield in the January 1987 *Carpenter*. In addition, 1987 enrollment kits have been mailed to all members 65 and over on the *Carpenter* mailing list. For additional information call 800-368-5724.

1837 Babylon, NY—Antonio Damico, Florence Grotz (s).
 1846 New Orleans, LA—Dillon A. Wilkins, Eugene Martinez, John C. Valenti, Joseph F. Coco Sr., Lurline C. Orlando (s), Martin Melerine, Willie J. Phillips.
 1856 Philadelphia, PA—Samuel Craven.
 1889 Downers Grove, IL—Henry Bornmann.
 1897 Lafayette, LA—Nola Roy Latiolais (s), Norris Latiolais.
 1904 North Kansas, MO—Herbert Reames.
 1906 Philadelphia, PA—Edward Hancock.
 1911 Beckley, WV—Edward Alton Legg.
 1913 Van Nuys, CA—Charles M. Desoto.
 1914 Phoenix, AZ—Arvil C. Hamilton, Guillermo Crockwell.
 1921 Hempstead, NY—Michael Reimondi, Salvatore J. Marchese.
 1929 Cleveland, OH—Edward F. Hayas.
 1954 Brookfield, IL—Julius Labecau.
 1985 Province of SASK.—Frank Mazur.
 1987 St. Charles, MO—James F. Finch.
 2007 Orange, TX—Charles E. Navarre, Violet I. Robbins (s).
 2015 Santa Paula, CA—Clarence A. Olein, Ryalls H. Morgan.
 2018 Ocean County, NJ—James McKee, Kathryn Banko (s).
 2027 Rapid City, SD—Donald J. Pengra, Otto C. Taft.
 2035 Kingsbeach, CA—William J. Harmon.
 2046 Martinez, CA—Frederick A. Scharf.
 2047 Hartford City, IN—Clifford Schwarzkopf, Eldo C. Rogers, Olive Gilland (s).
 2073 Milwaukee, WI—Joseph Konieczny, Russell J. Rothe.
 2077 Columbus, OH—Paul Wheeler.
 2078 Vista, CA—Bennie R. Mosher.
 2103 Calgary Alta, CAN—George B. Evans, John H. Rimmington.
 2141 Scottsbluff, NE—Glenn A. Smith.
 2164 San Francisco, CA—Albino A. Bonovitch, Ole Stromsheim.
 2172 Santa Ana, CA—Maurice R. Morales, Rachel Jones Foute (s).
 2205 Wenatchee, WA—Belva Mary Mulkey (s).
 2212 Newark, NJ—Angelo Maggi, Ernest Roveillo.
 2222 Goderich, Ont., CAN—Antanas Zelonis, Harry Buckley.
 2231 Los Angeles, CA—Elizabeth Cornelia Hassoldt (s).
 2239 Fremont, OH—Andrew J. Hoffman.
 2244 Little Chute, WI—John G. Lamers.
 2250 Red Bank, NJ—Violet Poole (s), William P. Wallace.
 2252 Grand Rapids, MI—Chester Andrews, Harriet Chard (s).
 2265 Detroit, MI—Douglas Nietubicz, Lawrence Yamarino, Ross John Baker.
 2274 Pittsburgh, PA—Boyd P. Painter, Harry W. Dillinger, Louis J. Forni.
 2288 Los Angeles, CA—Edgar L. Dowdle, Jose G. Rios, Orpha Estella Calzia (s), Varnel O. Jordan.
 2311 Washington, DC—August Delattre, Robert C. Plank.
 2313 Meridian, MS—Isom Lonzo Torrence, Lemuel E. Craven.
 2350 Scranton, PA—Madelyn Delvecchio (s), Marie Jackowicz (s).
 2361 Orange, CA—Clifford Odonnell, Samuel S. Crowe.
 2375 Los Angeles, CA—Sydney W. Lentz.
 2396 Seattle, WA—Eugene C. Olson, John Edward Englund.
 2398 El Cajon, CA—Joe Curiel.
 2404 Vancouver, BC CAN—Theresa Mary Henderson (s).
 2408 Xenia, OH—Lawrence A. Fry, Ruth Marie Dunn (s).
 2410 Red Deer, Alta CAN—James Earl Paul.
 2431 Long Beach, CA—Roberta Pike (s).
 2435 Inglewood, CA—Lloyd C. Scheidmantel, Lorena I. Little (s).
 2463 Ventura, CA—Leale McDonald, Robert E. Baker.
 2477 Santa Maria, CA—Cleto Sinay, Ormond White.
 2484 Orange, TX—Huey Glaxford Scott.
 2530 Gilchrist, OR—Kerney William Rolison, Turner Westerham.
 2565 San Francisco, CA—Jasper Paul Glover.
 2637 Sedro Wolley, WA—Bennie L. Bogusz.
 2652 Standard, CA—Antoinette V. Tarango (s), Benjamin B. Tarango.
 2659 Everett, WA—David Skoglund, Frederick W. Teeple.
 2667 Bellingham, WA—Howard A. Bailey.
 2693 Pt. Arthur, Ont CAN—Claude Dube.
 2739 Yakima, WA—Paul W. Anderson.
 2756 Goshen, OR—John M. Currence.
 2761 McCleary, WA—Mary Wakefield (s).
 2767 Morton, WA—Clarence Dieu, Ira L. Smith, James Ocken.
 2791 Sweet Home, OR—Brian K. Lablue.
 2819 New York, NY—George McCann.
 2834 Denver, CO—Charles T. Helton.
 2845 Forest Grove, OR—Clifford D. Epling.
 2851 La Grande, OR—Ralph Berry.
 2902 Burns, OR—Bert Francis, Elmer O. Morris, James A. Wood, Marian Lorrain Hutchins (s).
 2942 Albany, OR—Clara M. Dittmer (s).
 2947 New York, NY—Joseph K. Crider.
 2949 Roseburg, OR—Charles Mitchell, Jasper W. Jameson, Loman C. Baker, Roger H. Blevins, Virginia Lee Ahlvers (s).
 2993 Franklin, IN—Chester L. Speas.
 3009 Grants Pass, OR—Hugh R. Haddock.
 3088 Stockton, CA—Glennie Mac Harris (s).
 3099 Aberdeen, WA—Stanford L. Gotchy.
 7000 Province of QUE. Lcl. 134-2—Lucille Heroux (s).
 9033 Pittsburgh, PA—Zoltan Lukacs.
 9073 St. Louis, MO—Emil E. Anderson.
 9074 Chicago, IL—John A. Olson, Walter D. Schutter.



STEP BRACKETS



Now being introduced nationally by Concrete Tie, Compton, Calif., new Speed Step Brackets represent a major step forward in forming concrete steps compared to the centuries-old method. Using these patented brackets and the three-step system, concrete steps can be formed at savings of more than 50% in costs and time, reports Concrete Tie. In addition, the new precision-formed steps are more uniformly accurate, neater, and architecturally beautiful. After one use, the manufacturer states that these polystyrene plastic brackets pay for themselves.

No special tools or training are required. The brackets are self-adjusting with degree marks, and will automatically set toe-in. They are adjustable for 4"-8" rises and 10"-18" treads. Reusable, they are easy to strip, clean, and store.

Preassembling of stair forms and storing them offsite are also options available with the brackets. While on the jobsite, they serve as a kneeboard holder to prevent the worker from stepping in wet concrete when finishing the steps while providing for an overall easier work space.

For more information and prices, contact Concrete Tie, 130 Oris St., Compton, CA 90222 (213) 774-1870.

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FLOORING GUIDES

Two new publications on sources and application of plywood underlayment for use beneath thin resilient floor coverings are now available from the American Plywood Association.

APA Data File: Preparation of Plywood Underlayment for Thin Resilient (Non-textile) Flooring, Form L335, contains complete application recommendations, including grade selection, panel preparation, spacing, and nailing.

A companion *APA Source List: Plywood Underlayment for Use Under Resilient Finish Flooring*, Form L330, lists approximately two dozen APA member manufacturers producing one or more of the recommended underlayment grades. Available panel thicknesses are also listed by manufacturer. Typical APA plywood underlayment facsimiles are contained in both brochures.

APA trademarked plywood grades recommended for use beneath thin resilient floor coverings have a smooth sanded surface and special inner ply construction to resist dents and punctures from concentrated loads.

Single copies of both the Source List, Form L330, and the Data File, Form L335, are available free of charge by contacting the American Plywood Association, PO Box 11700, Tacoma, WA 98411, (206) 565-6600.

SONG BY CONLEE



Country-Western singer John Conlee has a new song out called simply "The Carpenter." It's an inspirational, contemporary ditty sure to please those who handle the tools of the craft.

Conlee has recorded the song on the CBS Records label, and it's available on cassette, LP album, and compact disc.

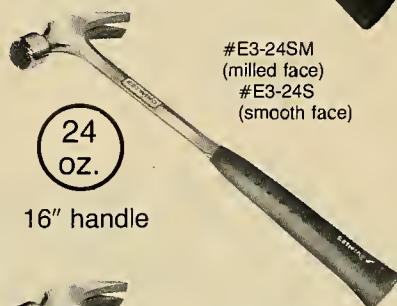
For more information, there's a toll-free telephone number you can dial: 1-800-FOR-A-HIT and mention Harmony Recording No. 40257, or you can write: CBS Records, 34 Music Square East, Nashville, Tenn. 37203.

NEW

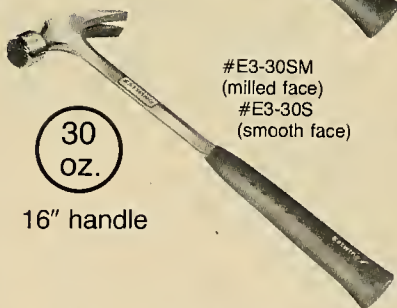
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#E3-24SM (milled face)
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#E3-30SM (milled face)
#E3-30S (smooth face)

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Estwing Mfg. Co.

2647 8th St. Rockford, IL 61101

Millwright Job

Continued from Page 8

wood chisel to the robotics of today, the millwright's capabilities have grown to meet the challenge. Taft has been growing with the trade for almost 100 years. Founded by the Taft Family in 1888, the company has been hauling, erecting, installing, and maintaining the machinery of industry for nearly a century.

In order to install the Werner job properly, the Taft team had to overcome cultural barriers as well as a language barrier, translating German specifications and instructions into American know-how.

Taft is a firm which has much contract maintenance work.

"What we learned at the Werner plant, we will put to use on hundreds of future projects," says Joe Gaynor of the Taft Company. "And the projects continue to grow both in terms of scope and sophistication. The manufacturing plan of the 21st Century will be filled with sophisticated instrumentation, computers, robots, and there will be a handful of highly-skilled workers who will be the 'foremen' of the electro-mechanical workforce."

"More companies will be installing the type of equipment which is our specialty. They will be using outside contractors to do a great deal of their maintenance. We have always done some of this work. We have several plants now, where Taft crews are part of the normal work force. We keep the equipment on-line, perform routine maintenance, cover for vacations, keep our people trained, and just generally free the clients' people to do the job of making their product."

"The other area that has become a routine part of our business is construction management. Once a building is in place, the millwrights arrive on the scene to begin making the measurements necessary for installation. They coordinate with the other trades, such as electricians and pipefitters, to make sure scheduling dovetails with the arrival of equipment. And at the end of the job, the millwrights are there to make sure everything is running properly. As a result, some clients are looking to us to act as construction managers."

As Gaynor says, "It's still our people, the guys with the tool boxes, that make all the hi-tech engineering marvels work."

Pat Robertson Wants to Abolish Social Security

Evangelist Marion (Pat) Robertson, who has taken the first step towards seeking the 1988 Republican presidential nomination, said he favors abolishing Social Security.

In an interview published in the *Baltimore Sun*, Robertson said he would replace Social Security with a private system that would force workers to finance their own retirement.

Robertson was quoted as saying that, if nothing is done to change the present Social Security program, "a catastrophe of unimaginable magnitude is going to develop on the young workers of our society." The tax burden, he said, is going to be "absolutely unbelievable."

Under Robertson's plan, workers would be forced to join a private retirement plan, "a compulsory IRA," as he put it. An IRA is an Individual Retirement Account. Those currently receiving Social Security would continue to get benefits, using federal revenues, he added. Robertson said he has asked some experts to study his idea.

In 1983, a bipartisan reform commission put Social Security on a sound financial basis for the next 50 to 75 years. Experts say that, as a "family protection plan," Social Security offers more than any private insurance plan at any price.



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These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.



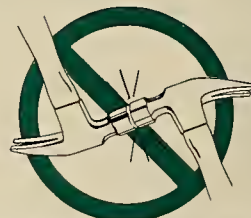
To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.



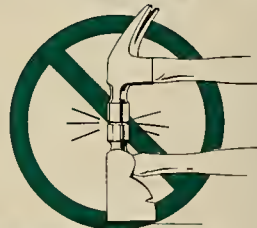
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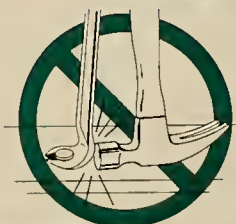
We're concerned about your safety.



DON'T strike one hammer with another!



DON'T strike a hatchet with a hammer!



DON'T strike a nail puller with a carpenter's hammer!

A Message from the General President

Included in this issue of *Carpenter* are several amendments to the Constitution and Laws of the United Brotherhood which have been proposed by Local 452, Vancouver, B.C.

These amendments are printed pursuant to Section 63 of the Constitution and Laws so that you will know what has been proposed.

The amendments will be presented to the General Executive Board at its April 1987 meeting.

The proposed amendments are designed to reduce the per capita tax payable to the United Brotherhood by reversing actions taken at the 35th General Convention held in Toronto, Canada in October 1986.

The General Convention approved and adopted a progressive program proposed by the General Executive Board to provide for effective organizing and other services aimed at recovering our recent losses of membership, strengthening our position in the industrial sector, and regaining the portion of the construction market which has been lost to non-union contractors.

The program included the establishment of a Defense Fund to provide financial support and assistance to our local unions and councils in our efforts to achieve our goals.

If the per capita tax is reduced, our efforts will be crippled, and there is no way we will be able to do what is necessary if we are to reestablish our position in the construction market, regain full employment opportunities for our members, and protect the benefits of collective bargaining to which our members are entitled.

The elected delegates to the Brotherhood's 35th General Convention in Toronto voted on a number of proposals to move our Brotherhood ahead in the coming years. It was a democratic convention and, as those who attended can testify, there was a good deal of debate on the floor. Our Constitution and

Laws state that the General Convention, while in session, is vested with all the authority of the United Brotherhood, and the delegates took that responsibility very seriously.

Your General Executive Board submitted a package of proposals to put our Brotherhood on a firm financial footing, able to deal with the challenges that face our organization. The most important of these were the increases in the per capita payment and initiation fee, tied to creation of a UBC Defense Fund and expanded UBC benefits and services. I want each of you to know why the Board proposed these increases and why the convention delegates agreed with these proposals.

In the past several years, it has become clear to us that the times demand new programs and new strategies if our Brotherhood is to move ahead. All around us we see the anti-union forces growing by leaps and bounds and unions reacting defensively trying to hold on to past gains. In many of our locals' and councils' jurisdictions we see open shop contractors and employers taking a bigger and bigger share of the work.

We have seen from Louisiana-Pacific and American Express what our Brotherhood is capable of when we all work together and use our resources in coordinated effort. In the case of American Express, we have made a tremendous impact in fighting the spread of anti-union construction practices. We have sent the message to major industrial employers and construction users that we intend to put substantial resources into public, nationwide campaigns on all fronts to fight back and protect our rights. What we have done so far is only a beginning. We can achieve a lot more. Our great Brotherhood is capable of leading the entire labor movement in turning things around for working people. The corporations and contractors that are trying to take advantage of our members and pushing open shop agendas are not letting up and we can't afford to either.

Our Brotherhood needs a healthy defense fund to use in our campaigns and to assist our locals and councils; we need expanded organizing programs; we need better coordinated bargaining and industry conference boards in our industrial sector; we need more resources for our successful Special Programs Department, which is recognized as a model for other

unions; we need to provide even more training for local and council agents; and we need more International representatives to carry out all these programs. Our membership has called for ever greater efforts from the International, and the delegates to the 35th General Convention in Toronto granted us the means to follow through.

This is what the per capita and initiation fee increase is all about. It's about making gains for our members, organizing new members, and taking the initiative away from the open-shop movement.

The actions taken by the delegates in Toronto are even more important when you recall that the United Brotherhood had already postponed as long as possible the implementation of needed revenue increases. The 34th General Convention in 1981 adopted a constitutional amendment giving the General Executive Board the authority to increase per capita by 40¢ in 1985 and another 50¢ in 1986. That authority was not used. During the period 1982-1986 it became apparent that increases were necessary because even though the General Office has been keeping its overall expenses to a bare minimum, our per capita income was still declining due to a loss in membership. We had been spending hundreds of thousands of dollars on the L-P campaign and on other industrial and construction industry campaigns, yet the per capita rate has not increased since January 1981.

Nonetheless, the General Executive Board did not increase per capita in 1985 or 1986 even though it had been given the authority to do that. We instead waited until we could

put the matter to a vote of the convention delegates. And that is what occurred in Toronto. We wanted to explain the need for a Defense Fund and the other programs to which I have referred. We did this because we knew that without membership understanding and support our Brotherhood is not going to be very strong no matter how many innovative programs we come up with.

We made our case to the Finance Committee, a committee made up of nine convention delegates. For ten days that committee met and extensively reviewed the financial records at the General Offices of the United Brotherhood and in Toronto, and the Committee had open hearings to hear all views from convention delegates.

The Finance Committee issued its findings in an eight-page written report which was distributed to all delegates for their consideration the day before the vote on the Convention floor. The Committee also made an oral report to the Convention when the issue came up on the floor. Following this report there was debate and then a vote to accept the Committee's report.

One question that was raised both before the Finance Committee and by delegates was why an increase was needed when our General Fund has substantial interest income. That issue was addressed in the Finance Committee's report, parts of which we have reprinted below. The fact is that our programs have been costing more than we take in from per capita tax. If we are to provide a UBC Defense Fund and all the other programs that are needed, as well as continue the services that

Excerpts from the Finance Committee's Oral Report to the

Mr. Chairman and delegates . . .

The finance committee met in Washington, D.C., on September 24 at 10:00 a.m. at the General Office and, as set forth in the Constitution, has remained in session since that date. In the past two weeks, we have thoroughly reviewed the financial records of the United Brotherhood.

The committee thoroughly reviewed all the factors relating to the General Executive Board's proposals to increase per capita tax and initiation fees. Because of the importance of this matter, I will review some of our major findings . . .

First: Because of our loss in membership and the fact that our per capita tax has not increased since 1981 and the initiation fee has not increased since 1975, our income from these sources has shown a substantial decline over the past five years.

Second: In accordance with the directive of our 1978 Convention, the General Officers and Executive Board have made every effort to operate the Brotherhood within the limits imposed by our declining per capita tax and initiation fees. For example, retiring representatives have not been replaced in many instances . . .

Third: The 1980s have been a very difficult time for the labor movement, including our Brotherhood. This has meant that simply to survive, our Brotherhood has had to initiate new programs, such as the establishment of our Special Programs Department, and corporate campaigns, such as those against Louisiana Pacific and American Express. These and other programs have cost hundreds of thousands of dollars.

Fourth: Due to all these factors, the Brotherhood, despite every effort by the General Officers and Executive Board Members, is unable to operate within the

have been requested and provided, and we do not increase our per capita, our expenses will greatly exceed our per capita income over the next five years. We would have to take large amounts from our General Fund and this would begin a process that would seriously hurt the future economic stability of our Union. We felt a decision had to be made by the Convention delegates. Either vote for the resources to fund the needed programs, or watch our Brotherhood begin a downward spiral of dipping further and further into our General Fund until so little is left that our Brotherhood will be powerless.

The Executive Board realizes these increases may present a hardship to some Councils and Local Unions that are suffering through hard economic times and have a large number of members out of work. The Executive Board will continue its policy of considering requests for assistance from those affiliates on a case-by-case basis.

To those who say the increases were not needed, I can only reply just watch what we can accomplish in the next few years if we all stick together as one Brotherhood.

It will be my recommendation to the General Executive Board that the proposed amendments be rejected. If all important decisions made at our General Convention are going to be subject to an immediate attempt at repeal by piecemeal amendments, our Brotherhood is going to become unmanageable and ineffective.

Whatever is decided, let me repeat what I said to the delegates at the General Convention: The Brotherhood is one family. There

are no islands. When we act, we act together. That is our strength, and that is how we're going to move ahead in the future.



PATRICK J. CAMPBELL
General President



General Convention

limits imposed by our declining per capita and initiation income.

Fifth: The Committee made a series of projections for the 1986 to 1990 period using detailed information on the Brotherhood's revenues, expenditures, and membership. We found that if we do not increase our per capita tax and initiation, and if we continue to lose membership, our expenses will exceed our per capita and initiation income by almost \$56 million over the next five years. That would deplete our General Fund by a large amount and seriously weaken our International.

Our projection allowed the Brotherhood to replace the Representatives we have lost since 1981 and make other essential adjustments . . . But our projection did not allow for necessary new programs such as a Defense Fund . . .

We, therefore, did another projection. We looked at

what would happen if we did not increase our per capita, but the International was to institute the defense fund and other new programs. Let us assume that the new programs stopped our membership loss. Even under these circumstances, that is no further membership loss, we could not afford these new programs. The International would be forced to operate at a serious deficit, and our General Fund would be depleted by a substantial amount.

The Committee's findings, based on our thorough review and projections, is this: There is a definite need for an increase in per capita and initiation fees as proposed by the General Executive Board if this convention wants to provide our International with the necessary resources to move the Brotherhood ahead in the coming years. We therefore support the General Executive Board's proposals.

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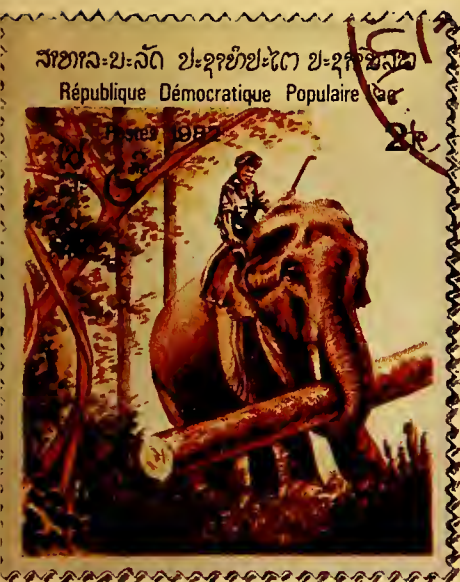
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CARPENTER

United Brotherhood of Carpenters & Joiners of America

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**Tropical Wood Products
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SEE PAGE 1



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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Many of the underdeveloped nations of the world are turning to their timber resources for much needed revenue. Struggling to pay off their debts to international banks and supply farmland to their people, they are, in some cases, seriously depleting the world supply of hardwoods and exotic-grained woods used in wood paneling and cabinetmaking.

Evidence of the strong emphasis being placed on native timbers as a marketable resource is found in the large number of stamps being issued by many emerging nations of the Tropics. Our front and back covers for April show some of these stamps.

In some cases the names of these nations have changed, as native governments take over from their colonial masters. There is no longer a British Honduras, for example. It is now the Central American nation of Belize. The African nation of Malawi was once the British protectorate of Nyasaland. Cameroon, Gabon, and the Central African Republic were once divisions of French Equatorial Africa. The stamp showing Queen Elizabeth and a logging truck was once issued by the British protectorate of the Solomon Islands in the Southwest Pacific. In 1978 this island chain, known so well to thousands of World War II veterans, was granted its independence. *Republique du Congo* was once part of the Belgian Congo, which is now Zaire. The stamp showing an elephant lifting a log is from Laos.

Timber from the world's rain forests were once predominantly controlled by the colonial powers. Today, many new emerging nations are beginning to recognize that conservation practices must be instituted, if their natural resources are to be maintained for future generations.

The stamps on our covers are from Raymond Schuessler, Venice, Fla.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



The world's **RAIN FORESTS** must be managed, too!

Priceless tropical woods, mahogany, rosewood, teak, and lignum vitae are being destroyed in many areas.

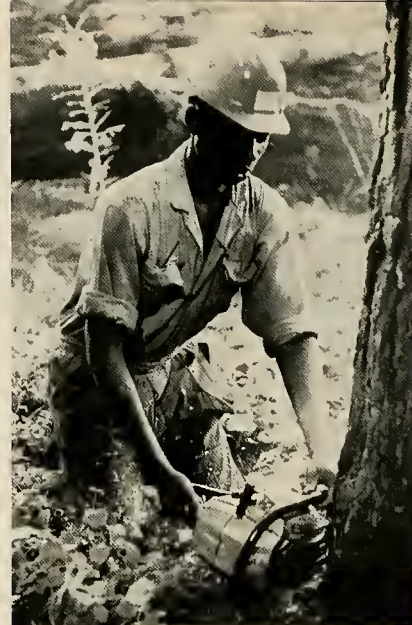


Photo by World Bank

A Kenyan woodworker cuts timber for the Panafrikan Paper Mill.



By Pamela Johnson, World Bank

Loading a truck with logs at Lalara in Gabon, Central Africa. The logs are being removed for a road project. About two thirds of Gabon is covered by a dense equatorial rain forest containing more than 3,000 species of vegetation, including Gabon mahogany, a hardwood that forms the backbone of the nation's forest products industry.

"Years ago, rain forests circled the earth in abundance from South America to Africa, Malaysia, and Indonesia. Yet in the time it takes you to read this sentence, another eight acres of rain forest will have been bulldozed and burned off the face of the earth."

That's what the World Wildlife Fund states in a recent letter to potential members.

"The vast, lush emerald rain forests immortalized by Kipling are rapidly dwindling, whether they are in Asia, Africa, or South America. The culprits? Insatiable raw material demands from the industrialized world coupled with mounting populations in the developing countries."

So states *Science News* in an article entitled "Saving Tropical Forests."

"The World Bank funds projects responsible for the destruction of an estimated 100 acres of rain forest every minute . . . It's been estimated that half of the world's species exist in rain forests. It's imperative that the World Bank consider the environmental consequences of the projects it funds."

Those words were uttered outside the World Bank's headquarters in Washington, D.C., a few weeks ago, by Russell Wild, spokesman for a group called the Rain Forest Action Network, during a sidewalk demonstration. As he said this, three members of the network rappelled down the side of the building and unfurled a huge banner stating, "World Bank Destroys Tropical Rain Forests," before they were taken into police custody.



Photo by World Bank

Loggers on a river in the Philippines, moving logs to the mill for Sarmieto Industries Inc., a beneficiary of IFC Plywood Investments. Sarmieto Industries is a plywood producer and exporter.

And so it goes . . . one medium and one activist group after another noting the growing ecological problems of the world's tropical rain forests.

Judging by the smoke rising from this environmental issue, we decided that there must be "fire" in the depths of the world's jungles and on tropical mountain tops. There must be something of concern for this generation and future generations of woodworkers . . . something of concern for our union.

These are some of our findings:

Many leaders of developing nations view their rain forests as a ready source of cash. Their governments have not instituted or enforced conservation programs or tree farm systems which will preserve woods for future generations or set up harvesting quotas such as are established in U.S. and Canadian national forests.

Although rain forest soil is poor and quickly depleted by agriculture, slashing and burning the forests for cultivation is the single largest cause of tropical forest loss around the world.

In Peninsular Malaysia, where rain forests are being converted to profitable oil palm farms and rubber plantations, less than half of the forests of a generation ago remain. Although conversion is not taking place as swiftly as envisioned 10 years ago, environmentalists fear all Malaysian rain forests will be gone in another generation.

In Indonesia, which contains the largest rain forest in Asia (nearly one-tenth the world total), much has been harvested already. Log production multiplied sixfold during the 1960s and 1970s. Farmers and transmigrant settlers also are eliminating large areas, but Indonesia's plan to carve big settlements out of the forests is being implemented more slowly than expected.

In Africa, Cameroon has experienced extensive disruption by timber companies and farmers. On the Ivory Coast, more than 70% of the primary forest at the turn of the century is now cleared, and the rest may be gone within a decade.

Much of Africa makes up a similar casualty list: Nigeria, most forest disrupted; Sierra Leone, very few areas undisturbed; Ghana, little or no virgin forest remains; Madagascar, much slash-and-burn farming. Still, an estimated two-thirds of Africa's remaining tropical lowland rain forests—one-fifteenth of the world's, mainly along the equator in Zaïre—seem most likely to survive without drastic change into the 21st century.

South America's Amazon basin contains the world's largest rain forest—ten times the size of Texas. Ecuador pumps oil from its share of Amazonia;

Peru believes its future lies in deforestation of the jungle for agriculture; in Brazil, cattle ranches, iron and gold mines, and extensive highways have been carved out of the jungle. The coastal portions of the forest in Brazil and Ecuador have been heavily logged.

Peter White of the National Geographic Society reports that in the Amazon Basin "the cutting has been great, but the forest is so much greater that all in all it seems like a drop in the bucket." But he adds that some ecologists claim Amazonia could be completely deforested within 35 years if the rate at which cutting in certain areas has been increasing should continue.

John Spears, forestry adviser of the

World Bank, says that if a significant part of the world's remaining tropical forest is to be preserved, there will have to be a shift in the emphasis of forestry aid to developing countries—to focus on how to improve the income and quality of life of 200 million small farmers living in the forest.

Others call for sensible development plans. Large chunks of forest should be left entirely alone, they say, provided other substantial chunks can be put into sustained and profitable production.

Spears told White that since 1900 the wet tropical forest area has declined by more than half. Of some one billion hectares (4 million square miles) left in 1980, about 12% will go by the year



By James P. Blair ©1983 National Geographic Society

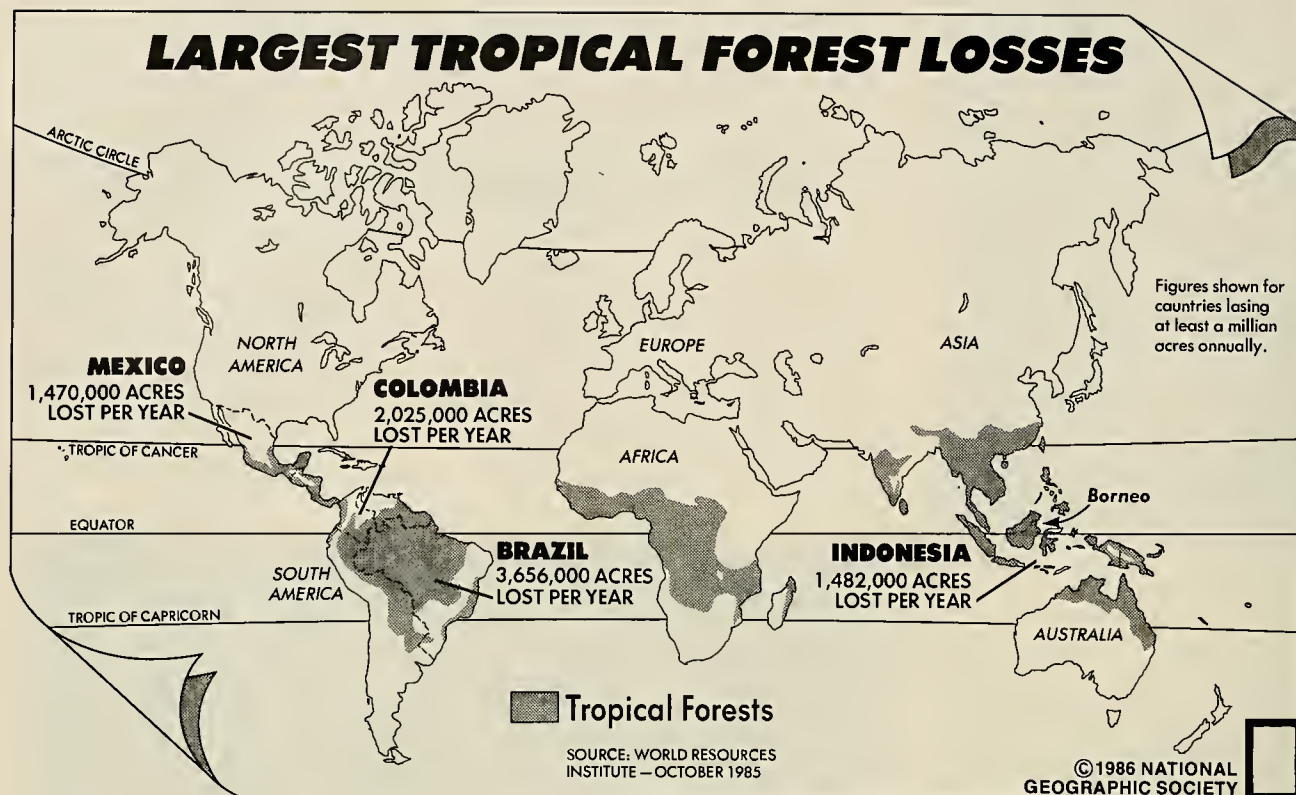
Ripping through a virgin stand of tropical rain forest in Papua New Guinea, a lumberman's chain saw destroys another part of earth's most complex natural habitat. Since no two rain forests are quite the same—not even parts of the same forest—the destruction of even a small area can result in the extinction of uncounted species.



By James P. Blair ©1983 National Geographic Society

A gold mine spills down the mountainside at Serra Pelada in the Amazon forest of Brazil. Mining, development, and agriculture are carving vast areas out of the world's largest rain forest in South America's Amazon basin.

LARGEST TROPICAL FOREST LOSSES



An international task force reported in late 1985 that more than 27 million acres of tropical forests—an area about the size as the state of Indiana—are lost each year. The single greatest factor in forest destruction is the spread of agriculture, which includes raising livestock as well as crops, according to the task force convened by the World Bank, the United Nations Development Programme, and the World Resources Institute. At this rate, more than a half billion acres will be cleared by the year 2000 . . . 13 years from now.

2000, leaving about 900 million hectares.

"If nothing is done to check world population growth and to control tropical deforestation," he said, there may only be 500 million by the middle of the next century; by 2100, nothing.

Of what concern is this to us—lumber and sawmill workers, carpenters, and cabinetmakers?

If you're a cabinetmaker, do you know what you'd have to pay for a sheet of rosewood as it becomes more scarce. What about the scarcity of mahogany? Teak?

If you're a lumber and sawmill worker, you should know that some multinational corporations of the forest products industry are already importing timber from many cheap-labor countries, sometimes as ballast in the cargo holds of merchant vessels, sometimes as special veneers for plywood mills in North America.

Plentiful or scarce, imported wood products will affect American and Canadian markets in the years ahead, and labor and management alike should be aware of the consequences of changes in the world's supply of valuable timber, whether it be in the tropical zones or the temperate zones of this commercially-shrinking world.

Wildfires in Rain Forests . . . THEY HAPPEN

It may be the biggest forest fire on record—certainly one of the worst environmental disasters of the century—burning out of control from January to June 1983, destroying more than 8.6 million acres on the island of Borneo.

And it occurred where no one thought it could ever happen: a rain forest.

Once considered immune to burning, the world's already shrinking tropical forests are now threatened with a new danger—wildfires.

What sparked the 1983 blaze in an isolated area of East Kalimantan, in the Indonesian portion of Borneo, is still not fully known. But Indonesian government officials and environmentalists believe several forces, natural and human, combined to touch off such devastation: a rare prolonged drought, the effects of logging operations in the forest, and slash-and-burn land-clearing methods along its fringes.

Logged rain forests, even when timber is selectively harvested, are more vulnerable to fire. Cutting down trees opens up some of the forest canopy, drying out places that were once dripping wet. Crude paths and roads cleared for logging provide a route for the rapid spread of fire. Often sloppy logging practices, which leave wood debris on the forest floor, add fuel for the fire.

In some places in the eastern Amazon area of Brazil, about 40% of the canopy has been lost to logging, reports botanist Chris-

topher Uhl of Pennsylvania State University. When grazing land adjacent to a logged rain forest is burned for weed control, fire frequently spreads into the forest.

"It is really striking. A pasture fire will stop at the edge of a virgin, unlogged rain forest and die out," says Uhl, who has spent eight years in the Amazon basin.

Logging is expected to increase in the Brazilian Amazon during the next 20 years, Uhl says, putting even more rain forests in a fire-prone condition. In the northern part of the vast state of Para, he visited 15 cattle ranches with logging operations and found that the forests on more than half had caught fire shortly after being cut.

When the Brazilian government offered financial incentives to develop cattle-ranching on a large scale in the Amazon, it required that half of each landholding be reserved in virgin forest.

But when ranching eventually failed to be profitable, ranchers started exploiting their timber resources, selling logging rights on virgin tracts. Enforcement of the "50% law" was generally ignored.

Often more trees are cut than are actually harvested, Uhl says. "Thousands of square kilometers of cut-up forest end up scarred with bulldozer tracks and littered with dead slash," he says.

—JOY ASCHENBACH
National Geographic News Service

Industrial Advisory Committee Meets, Reviews Industrial Sector Activities

The Industrial Advisory Committee, which is composed of nine leaders of industrial locals and councils appointed by General President Campbell, met at the General Office in late February. At the meeting, President Campbell charged the committee with providing guidance both to him and to the Industrial Department on industrial sector activities and issues including industry-wide bargaining and organizing, training programs and materials for business representatives and members, the *Organizing-Industrial Bulletin*, and the Brotherhoods' Constitution and Laws as applied to the industrial sector.

The committee began its two days of meetings by taking an in-depth look at the UBC's industrial membership and the councils and locals that service them. Reports were then presented on the Forest Products Board, the Mill-Cabinet Board, the Canadian situation, and plans for training conferences including the 1988 Industrial Conference and the October 1987 seminar for new business representatives.

A lengthy discussion was held on new directions taken toward industry and company-wide strategies. The committee saw that in many cases in the past, agreements were negotiated on a plant-by-plant basis with limited coordination with other UBC units of the same company or industry. The committee discussed how better coordination and other company and industry-wide approaches might help locals in bargaining and in maintaining decent union standards.

Targeted organizing was presented as part of this approach. Target organizing means identifying plants and companies in UBC industries which, if



The Industrial Advisory Committee, pictured above, front row, from left, includes R. Denny Scott, UBC collective bargaining specialist; Ray White, secretary Southern Council of Industrial Workers; General President Campbell; Mike Fishman, assistant to the General President. In the back row, from left, are Wally Malakoff, industrial department economist; Fred Miron, president Local 2693, Port Arthur, Ont.; Charles Bell, secretary Indiana Industrial Council; Peter Budge, Local 1165, Wilmington, N.C.; Joe Lia Jr., executive secretary treasurer N.Y. State Council; and Alan Maddison, business representative Local 2076, Kelowna, B.C. Not pictured is James Bledsoe, secretary Western District Council of Lumber Production and Industrial Workers.

organized, would strengthen our bargaining position and our members' working conditions. Organizing would thus be tied directly to collective bargaining and to the needs of our existing members. In turn, councils and locals will be called on to assist in these organizing efforts. The committee, after reviewing current organizing efforts, determined that this participation by councils and locals is absolutely essential if we are to organize enough new members to make the UBC grow.

The Advisory Committee then turned its attention to structures and programs, such as the Carpenters National Health and Welfare and Pension Plans and special status for laid off members, which would help the Brotherhood

maintain closer links to current and former industrial members. In cases where a UBC represented shop moves or closes, members may lose their ties to the Brotherhood even though they have a continuing need for representation at new workplaces. The Industrial Department was directed to prepare working papers on these and other issues for the committee's consideration.

The Industrial Advisory Committee provides a valuable means for the UBC to develop programs and directions best suited to the needs of the industrial membership. The existence of the Board is another indication of the Brotherhood's strong commitment to the industrial sector. **UBC**

Coordination Pays Off in Flooring Industry Negotiations



The Joint Bargaining Committee from Tennessee included Local 2825 members Larry Franco, Tonnie Mosley, Debra Burr, Jimmy Cobbs, and Ray Mayfield; Local 2509 Members David Cole, Herbert Luster, Nancy Sipes, Linda Nunnally, and Larzell Smith; and SCIW Representatives, Alvin Smith and Tim Byrd; and SCIW Executive Secretary Ray White.

The new emphasis in the UBC's industrial sector is on better coordination through industry-wide and company-wide strategies. The UBC Forest Products Joint Bargaining Board has used this approach successfully in dealing with the major forest products corporations, and the recently appointed Mill-Cabinet Board is looking into ways of applying this strategy to that industry.

In recent negotiations with Bruce Hardwood Floors, unity and coordination paid off in winning a solid three-year agreement for 1,200 employees at two UBC-represented plants in Tennessee. The policy was coordinated

with the help of the UBC Industrial Department, but it was the activity of the Southern Council of Industrial Workers and the membership that resulted in a successful settlement.

The two keys were thorough preparation and coordination between UBC bargaining units in negotiations.

Preparation began six months in advance of negotiations. With materials on the company's structure and finances prepared by the UBC's Industrial and Special Programs Departments, education programs were

Continued on Page 16

Washington Report



DISLOCATED WORKERS AID

Secretary of Labor William E. Brock announced a total of \$1,058,486 in grants for dislocated workers in Iowa, Minnesota, and Vermont, who are displaced due to plant closures and foreign and domestic competition.

The funds are authorized under Title III of the Job Training Partnership Act and will provide dislocated workers with retraining and other supportive services to re-enter the workforce.

"Through JTPA, we are able to address these problems at the community level, where local leaders can make the decisions that affect businesses that are familiar to them," Brock said.

Workers will receive career assessment; job search assistance; and/or classroom, on-the-job, or entrepreneurial training as necessary. Supportive services may include personal and financial counseling, child care and transportation reimbursement, work clothing and tools, and medical care.

The dislocated worker program aids workers who have been, or are about to be, laid off due to technological change, foreign competition, or the permanent closing of a plant or facility. Training is also provided for workers who are unlikely to return to their previous industry or occupation, with little prospect for local employment or re-employment.

NUCLEAR EMPLOYMENT RISING

The U.S. Department of Energy forecasts that employment in the nuclear area will rise slightly between 1986 and 1991.

The DOE data, which is based on an analysis by the Oak Ridge Associated Universities, shows total employment rising from 248,200 to 255,500 over the five-year period.

The fastest growth is seen in the area of commercial waste management, with moderate growth seen for reactor services and defense-related work. Growth in these areas is expected to offset declines in the areas of reactor manufacturing, design and engineering, and special materials production.

The number of scientists employed in the nuclear area is expected to grow from 8,000 to 8,900, while the number of engineers is expected to decline slightly from 51,200 to 50,200.

However, the outlook for graduates of nuclear engineering programs is expected to remain bullish.

ECONOMIC ACTIVITY DROPS

The government's main gauge of future economic activity dropped 1% in January, its steepest decline in 30 months, reflecting a sharp slowdown in business spending resulting from the new tax revision law.

The drop in the index of leading economic indicators—which is designed to foreshadow economic activity of the next three to six months—followed a rise of 2.3% in December.

Many economists said they had anticipated the decline because businesses speeded up purchases of goods at the end of last year to take advantage of tax breaks that expired Jan. 1, creating a bulge.

UNEMPLOYMENT 6% OR HIGHER

Unemployment rates were 6% or higher in 28 states in December, the Labor Department's Bureau of Labor Statistics reported.

Fourteen states reported jobless rates between 6% and 7.9%, while 10 states had rates between 8% and 9.9%.

Double-digit jobless rates were reported by Louisiana, with 13.7%; West Virginia, with 12.1%; Mississippi, with 11.7%; and Alaska, with 11.0%.

States with the lowest unemployment rates in December were New Hampshire, 2.5%; Delaware and Massachusetts, 3.1%; Connecticut, 3.5%; and New Jersey, 3.9%.

Over the year ending in December 1986, unemployment rates declined in 29 states, with 12 states reporting decreases in joblessness of 1% or more. The largest declines were registered in Nevada, with 2.7% drop, and Pennsylvania, with a 2.6% decrease.

Of the 16 states reporting over-the-year increases in unemployment rates, eight states had increases of 1% or more. The largest jumps in joblessness occurred in Texas and Louisiana, with increases of 2.4% each, and Mississippi, with a 2.3% increase.

STANDARD MEDICARE PAYMENTS

An expert advisory panel created by Congress will soon recommend a standardized national fee schedule for payment of physicians who treat the 31 million elderly and disabled people under Medicare, the federal health-insurance program.

Members of the panel said a fee schedule would reduce the geographic variation in doctors' fees and make the cost of physician services more predictable for consumers.

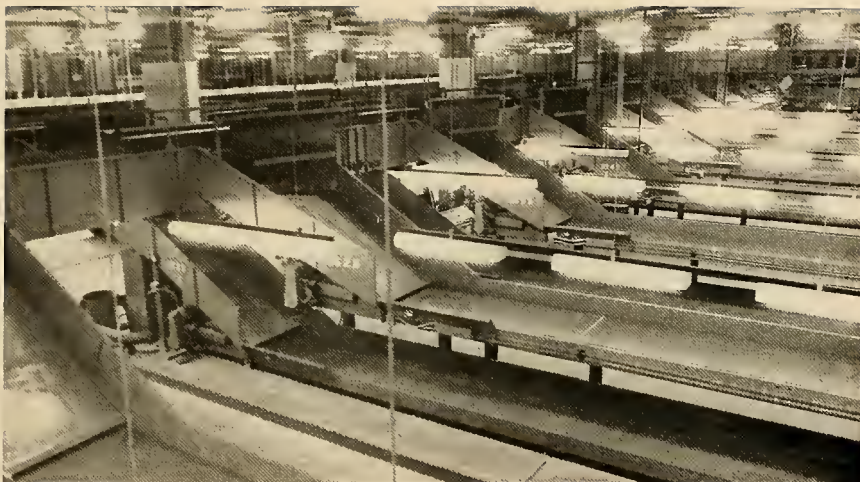
In its first annual report, the panel calls for major changes in the payment system used by Medicare for two decades.

Members of the panel, the Physician Payment Review Commission, said the current system was inherently inflationary and had become so complex that neither doctors nor patients understand it.

Dr. Philip R. Lee, chairman of the 13-member commission, said a fee schedule would help control the cost of Medicare payments to physicians.

Medicare spending for physician services has increased by an average of 18% a year since the mid-1970s, he said. The government paid doctors more than \$19 billion last year. The total is expected to rise further, in part because of the growing numbers of elderly people, Dr. Lee said.

Sort piers are the final destination of baggage upon completion of the automated sorting process. There are now 80 such piers. The new system, which has the capacity to sort and distribute at the rate of 60 to 75 parcels per minute, is synchronized and controlled by computers.



Computer-Controlled Baggage Handling System Installed at O'Hare by Chicago Millwrights

Members of Millwrights Local 1693 of the Chicago and Northeast Illinois District Council recently completed the installation of one of the most sophisticated airport baggage handling systems in the world.

The system was installed for American Airlines at Chicago's O'Hare International Airport, one of the world's busiest terminals.

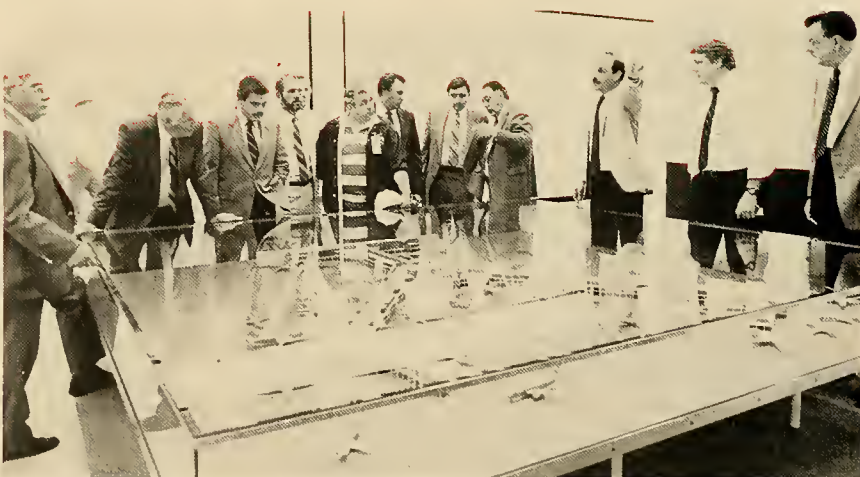
The manufacturer and contractor for the installation of the equipment was B.A.E. Automated Systems of Dallas, Tex.

The system is contained in an underground structure with an overall size of 300 feet × 350 feet, which provides more than 100,000 square feet of space to house the three tiers of conveyors.

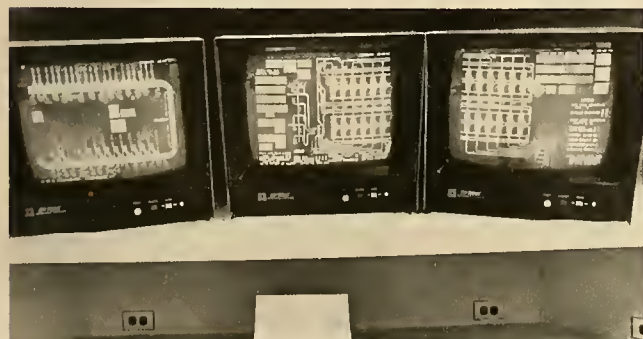
A concrete structure above the baggage handling system is used for parking and passenger loading of the aircraft. The carpentry talents necessary for the unusual structure were provided by members of UBC Local 181, Chicago, and members of the Chicago and Northeast Illinois District Council of Carpenters.

The installation of the computer-con-

Continued on page 38



The new baggage handling system at O'Hare International Airport is explained by airport managers at a large model of the huge terminal. Around the display case, from left, are William Gundich, financial secretary of Millwrights Local 1693; George Vest Jr., president of the Chicago and Northeast Illinois District Council; Earl Oliver, president and business representative of Local 1693; Douglas Banes, secretary and business manager of the Northwestern Illinois District Council; Mel Sharp, president and chief executive officer of BAEI Automated Systems; Thomas Rush Jr., general foreman on the project; Kenneth Borg, president and business manager, Carpenters Local 181; James Davis, assistant to the UBC General President; Charles Manchester, manager of facility maintenance for American Airlines; Carl Clause, manager, Chicago operations, BAEI Automated Systems; R.L. Neuman, supervisor of facility maintenance, American Airlines; and W. Bud Hine, business manager, Local 1693.



Color graphic monitors detect overloads and jams in the system.



Another view of the baggage-handling system.

Ottawa Report



JOB FATALITY RATE HIGH

Every six seconds in Canada, a worker is injured on the job. More than 70 million working days are lost every year through job-related injuries and disease.

Canada's job fatality rate is one of the world's highest—far above comparable rates in the United States and Europe. On a per capita basis, for example, five times as many Canadians are killed each year in manufacturing, and six times as many in construction, than the numbers of Americans killed in those industries.

Canadians are twice as likely to die from job hazards as in car accidents, 18 times more likely to die violently at work than to be killed outside the workplace, 28 times more likely to suffer injury on the job than to be the victim of a criminal assault off the job.

Nor is this work carnage confined to private sector industries. The public sector is not safe, either. Every year, nearly 200 public employees in Canada are killed at work.

If you work for the federal government, your chances of being injured on the job are greater if you're employed as a clerk or typist than if you're an Royal Canadian Mounted Police officer.

UNIONS FIGHT PRIVATIZATION

Unions representing 271,000 provincial government employees from across Canada have decided to join forces in their fight against the privatization of public services.

Representatives of Quebec unions described the problems they have been having with privatization and developed strategies to reverse the trend.

"It became clear from this meeting that privatization is not saving governments money," said NUPGE President John Fryer at a news conference following the meeting. "It also became clear that it doesn't lead to improved services—it does the reverse."

RETAIL HOLIDAY ACT UPHELD

In a five-two decision recently announced the Supreme Court of Canada upheld the Ontario Retail Holiday Act. The act requires most stores to close 60 days a year, including all Sundays; with penalties as high as \$10,000 a day for those that remain open.

The judges of the Supreme Court were divided as to whether the Ontario law infringes the freedom of religion guarantee of the Charter of Rights and Freedom. But, in upholding the law, the majority said that any infringement was reasonably justified, in view of the respite for retail workers intended by the law.

"The act was not a surreptitious attempt to encourage religious worship, but rather was enacted for the secular purpose of providing uniform holidays for retail workers," Chief Justice Brian Dickson stated, in writing the majority judgment.

"The desirability of enabling parents to have regular days off from work, in common with their child's day off from school and with a day off enjoyed by most other family and community members, is self-evident."

The Ontario law permits some retail outlets, such as gas stations, drug stores, and corner groceries, to remain open on Sunday.

The ruling does not affect already legal Sunday shopping in Alberta and B.C. In 1985, the high court unanimously rejected the provisions of the Lords' Day Act, which has been used in Alberta to regulate Sunday shopping there.

RIGHT-TO-KNOW LAW

What workers in Canada need is a comprehensive right-to-know law that gives full information about all workplace hazards, and chemical products in particular. We need to know the chemical name of the hazard, all the available information about the hazard, and how it can be effectively controlled—in other words, full education in the prevention of injuries due to the health hazards of dangerous materials. Government administrators are currently drafting legislation that will require labels and other measures to protect workers from hazardous materials.

A project called the Workplace Hazardous Materials Information System produced a report in April 1985 built on a consensus between labour, business, and representatives of the federal and provincial governments. The report has been submitted as a standard which the new rules should follow.

The report calls for:

- a label for all hazardous materials;
- a data sheet (MSDS) for all hazardous materials giving further information about the material, toxicological data (how poisonous it is) and precautions for safe handling and use;
- a worker education program about the precautions to be taken in handling or using dangerous materials, to be developed and delivered in consultation with the joint health and safety committee in the workplace.

All workplaces will be covered, which means that workplaces like hospitals, schools, offices, and public works will have to have hazardous materials labeled, with a proper Data Sheet and a worker education program covering all the dangerous materials used in the workplace.

The main thing is to know what is in the products being used, and there are rules in WHMIS requiring the disclosure of chemical names of the hazardous ingredients of a product. So-called genuine trade secrets are protected under WHMIS, but the supplier has to justify the claim against strict tests for secrecy.

Fibreboard Litigation Poses Mounting Problems for L-P

L-P's 1978 acquisition of Fibreboard Corp. is once again coming back to haunt the wood products company. L-P's recently released consolidated financial statement for the year 1986 contains a qualified opinion from Arthur Anderson and Co., an independent auditing firm retained to audit L-P's financial statements. The source of the problem for L-P is a growing number of asbestos exposure liability lawsuits being filed against the company.

As health risks related to asbestos exposure have received more attention, claims against Fibreboard and other manufacturers have increased. Johns-Manville Corp., the nation's largest producer, was forced into bankruptcy in 1982.

To date, insurers for L-P's Fibreboard operations have paid more than \$150 million in court-awarded and out-of-court settlements relating to personal injury lawsuits filed against the company which for years produced asbestos. However, the number of new lawsuits are mounting at a rate greater than that anticipated by L-P, raising the possibility that the company's insurance will not cover the full extent of their liability.

An independent auditor commenting on the qualified financial statement indicated that a qualified audit always raises concern. "The auditors don't know the extent of the company's liability, but it could be a material amount," said Harold Mayhew, an independent Portland, Ore., forest industry financial consultant.

Fibreboard Acquisition: A Problem from the Start

As far back as 1981, L-P was involved in a federal court case in which the company was accused of committing acts of fraud, market manipulation, and misrepresentation in connection with its acquisition of Fibreboard Corp. in 1978. The suit charged that both companies conspired to, and did, depress the price of Fibreboard common stock by issuing false press releases. L-P paid \$17 per share for the Fibreboard when some estimates of the company's value ran as high as \$32 per share.

The jury returned a guilty verdict against L-P after a trial that included tape recordings of crucial conversations which had been erased "without conscious thought," four cartoons of documents that disappeared while in L-P's possession, and witnesses who couldn't recall or who contradicted their own earlier testimony. L-P agreed to a \$5.3 million damage settlement prior to the jury returning a damage finding.

There were so many inconsistencies, said juror Joseph Gallagher of Springfield, Penn., "that sometimes I got a laughing spell and couldn't have stopped if my mother and father dropped dead."

Despite the legal difficulties, L-P Chairman Harry A. Merlo defended the acquisition. "We got 140,000 acres of timber. We got one of the best high temperature-insulation businesses in America . . . We have two box plants that have made nothing but money." What L-P also got in the bargain is some 45,000 lawsuits that now seriously threaten L-P's financial performance.

UBC

Keep Up the L-P Boycott

The Brotherhood's nationwide boycott of L-P wood products has proven to be an effective means of curtailing company sales. Over the course of the past couple of years, field reports from boycott coordinators indicate that nearly 600 retail lumber stores have stopped selling L-P products as a direct result of UBC consumer handbilling.

It's important that there be continuous inspection activity at the lumber yards within your jurisdiction to determine whether or not L-P products have been reintroduced into the store. UBC Representative Steve Flynn reports that locals in Massachusetts and other New England states are closely monitoring lumber retailers in the area for L-P products.

After word circulated that a Medford, Mass., lumber yard had restocked Louisiana-Pacific products since the local boycott was launched, Organizer Joseph Robicheau visited the yard and was taken on an inspection tour by the yard foreman. No L-P products were found.

The rumor, though unfounded, got Local 218 members to thinking about the situation. Now they're planning a full inspection of all lumber yards in their area to be positive that no L-P products are being stocked and sold, and they suggest that other UBC locals should do the same.



**SUPPORT THE
UBC BOYCOTT**

L-P Waferwood: Key Boycott Target

L-P's major profit product, waferboard, is a key UBC boycott target. Next time you visit your local lumber dealer, check for this and other L-P wood products. The L-P waferboard is easily recognizable by its bright orange edge color and the L-P logo imprinted on the side of the stack.

Don't Buy These Louisiana-Pacific Products

Unfair L-P Brand Names include: L-P Wolmanized; Cedartone; Waferwood; Fibrepine; Oro-Bord, Redex; Sidex; Ketchikan; Pabco; Xonolite.

Carpenter's Guide from the Time of Andrew Jackson

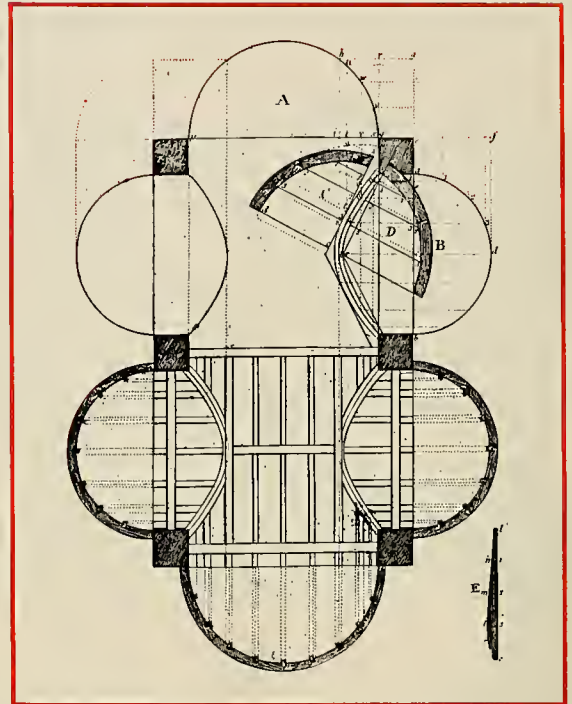
When was the last time you sat down to a drawing board and laid out a cuneoidal soffit or a winding soffit or an ascending or descending groin with jack ribs? Have you ever designed a polygonal roof or laid out an irregular roof in ledgement with all of its beams lying bevel upon the plan?

These are some of the brain-boggling exercises in practical geometry contained in *The Carpenter's New Guide—Being a Complete Book of Lines for Carpentry and Joinery*, a 157-year-old book handed down through the generations to the late John Mooney, who was a member of Carpenters Local 101, Baltimore, Md., and who passed the book on to his son, John, of Laurel, Md.

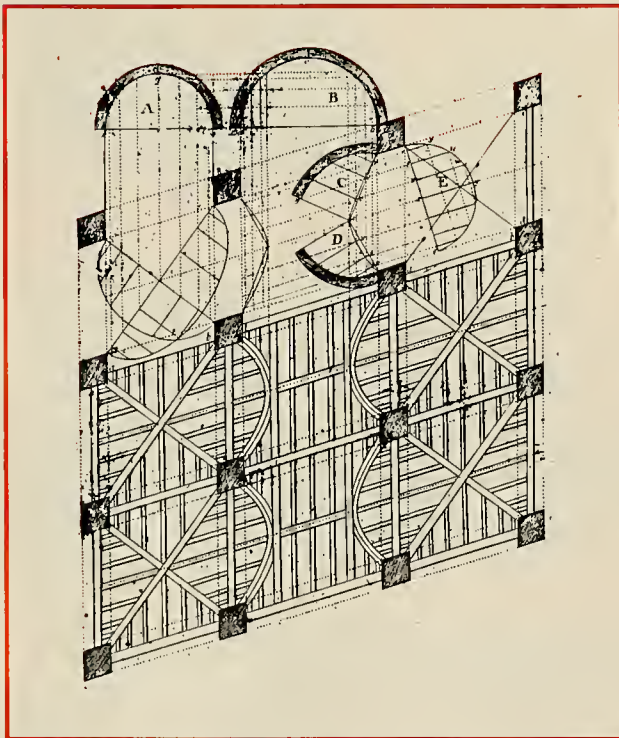
Old timers in the construction trade will often say to you, "They don't build houses like they used to." This book will support the old timers' argument, for it shows clearly that master carpenters of the 19th century were able to stretch their imaginations. Time and a more leisurely world permitted many architectural masterpieces in home and commercial construction. Peter Nicholson, author of the ancient volume, describes how to draw niches, arches, and groins along circular walls on irregular bases. He shows how to install skylights into a dome of multiple sides of one foot each. For joiners, he offers tips on installing rails with butt joints and plans for intricate stairs.

Published in 1830 by John Grigg, No. 9 North Fourth Street, Philadelphia, Pa., (William Brown, printer) the well-worn volume bears the signatures of more than one owner—craftsmen carrying on a worthy tradition to the present day.

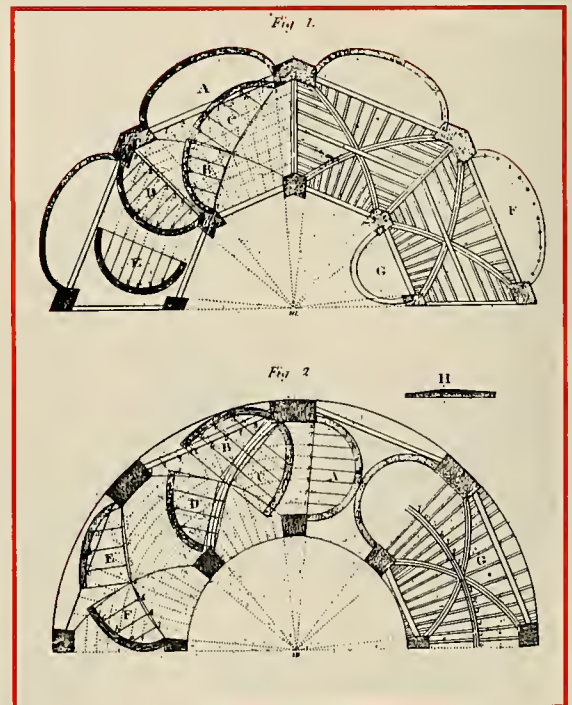
UBC



The author's drawing for a cylindro-cylindric arch, also known as a Welsh groin. It is an under-pitch groin for which the side and body arches are both given semicircles, or they may be similar segments of circles cutting through one another whose intersections do not meet in a plane surface. The place of the ribs will not be straight upon the plan, but will generate a curved line.



Nicholson describes the intersecting angle ribs of a groin standing upon an octagonal plan, with the side and body ribs being given to the same height.



The author explains that this is a bevel groin and that the ribs must lie in the same direction as the plane of the groin, which will make them longer than their corresponding top arches.

100th Congress Faces Critical Legislation

The 100th U.S. Congress quickly got down to the nation's unfinished business when it convened in January. The Water Quality Act of 1987 was quickly passed over the president's veto. This legislation, which calls for an expenditure of \$1 billion for waste-water projects, is expected to generate a demand for as much as 161,500 tons of steel products, alone—enough to get the nation's steel industry back on its feet. Construction jobs should mushroom as appropriations from this legislation are spread through the states.

Medicare, Medicaid Costs Under Attack

The Reagan Administration's budget calls for some \$36 billion in spending cuts from current services, excluding the impact of the proposed increase in military spending. The major cuts are focused on health benefits for senior citizens, the poor, and veterans; education; and welfare. Medicare would be cut by \$4.6 billion and Medicaid by \$1.4 billion. New Medicare beneficiaries over 65 would have to pay insurance premiums amounting to 35% of the cost of coverage for doctor's services and out-of-hospital care, up from the present 25%. Medicaid would be cut by \$1.4 billion through the capping of the reimbursement.

Millions of retired Americans depend on these benefits—benefits they have earned through decades of labor. Retirement can be a time of financial uncertainty, and it is the responsibility and purpose of these programs to ease that uncertainty.

In a recent letter to representatives and senators, General President Patrick J. Campbell, First General Vice President Sigurd Lucassen, and General Treasurer and Legislative Director Wayne Pierce wrote:

"Our union has tens of thousands of retired members. We urge you to work for preserving the reality of a secure retirement for all Americans."

Using the coupon at right, these UBC members have contributed to the Carpenters Legislative Improvement Committee in recent weeks: William Farkas, Local 54, Chicago, Ill.; N.J. Mikus, Local 721, Westminster, Calif.; William Downs, Local 964, Yupon Beach, N.C.; Scott Shelley, Local 8, Mt. Laurel, N.J.; John Souza, Local 36, Corning, Calif.; Vance Marvin, Local 1498, Provo, Utah; Douglas W. Scott, Local 2042, White City, Ore.; John M. Quick, Local 2064, Klamath, Calif.; and Anthony Piscitelli, Local 188, Bronx, N.Y.



Legislation to curb contractors who get around union agreements by setting up nonunion subsidiaries is urged by Building and Construction Trades Department President Robert A. Georgine at House hearings. With him are BCTD Legislative Director Leo Zeferetti, left, and General Counsel Laurence Cohen.

Double Breasting Battle Resumes

The 100th Congress now in session in Washington has before it House Resolution 281—The Construction Industry Labor Law Amendments of 1987. This is the so-called double-breasting bill designed to prevent construction contractors from underbidding their union construction work crews with low-paid, nonunion crews through "dummy" companies.

H.R.281 has passed the U.S. House of Representatives three times, once by a margin of 56 votes and twice more on voice votes. It was stalled for a time in the Senate last year, and a veto by President Reagan was anticipated.

The bill has been reintroduced by Congressman William L. Clay of Missouri, and it is cosponsored by 62 Democrats and two Republicans. Senator Edward Kennedy of Massachusetts has introduced a companion bill, S. 492, in the U.S. Senate, and his bill is cosponsored by Senators Alfonse D'Amato of New York, Bill Bradley of New Jersey, and Lowell Weicker of Connecticut.

The bills are designed to amend the National La-

bor Relations Act "to increase the stability of collective bargaining in the building and construction industry," and they have the full support of the United Brotherhood of Carpenters and Joiners of America and other unions of the Building and Construction Trades.

'87 Highway Bill Would Create Jobs

The United Brotherhood is urging U.S. senators to support Senate Resolution 387 which would provide badly needed funds for the rebuilding and repair of U.S. highways.

"This bill is both a job saver and a life saver," General Treasurer and Legislative Director Wayne Pierce told senators. "The highways of our nation present a range of structural problems which are the natural consequence of age and increased usage. It is imperative for citizen safety and continued accessibility for transport that we undertake the long task of rebuilding our highways."

The bill, if passed, would create many jobs across the nation. The work involved is labor intensive, so that much of the \$52 billion proposed in the legislation would go toward wages of the workers involved.

The Carpenters Legislative Improvement Committee is urging members to write to their senators in favor of this legislation.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ \$10 ☐ \$15 ☐ \$20 ☐ \$25 ☐ other _____

Name _____

Address _____

City _____ State _____

Zip _____ L.U. No. _____

We're required by law to request this information:

Occupation _____

Employer _____

Make checks payable to:

CLIC

101 Constitution Ave., N.W.

Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

Labor News Roundup

Labor for international action to prevent toxic, nuclear disasters

The AFL-CIO joined in the International Confederation of Free Trade Unions' call for a global effort to prevent industrial-environmental disasters like the one in Bhopal, India, where 2,500 people died in 1984.

The ICFTU's 14-point proposal, which pledges trade union cooperation in sharing information and continuing research on chemical dangers, calls for specific action by Congress, the International Labor Organization, and corporations.

Following the Bhopal tragedy, a 12-member union fact-finding committee went to India and wrote a report on Bhopal in July 1985. Margaret Seminario, the AFL-CIO specialist on health and safety, represented the federation, an ICFTU member.

"Americans should not regard Bhopal as unrelated to our workplaces," Seminario said. "The fact is that none of the conditions which led to the disaster would have been violations of specific standards or regulations of the Occupational Safety and Health Administration or the Environmental Protection Agency."

Consumer Price Index reference base to change in 1988

Unions using the Consumer Price Index in their wage bargaining will want to make note that beginning January 1988, there will be a change in reference base for the Consumer Price Index. As of the first of next year, the reference base of 1967=100 for CPI-W and CPI-U will be changed to 1982-42=100.

The change in the reference base makes no difference in percentage movements in CPI from one period to another—but it does make a difference for COLA clauses that use index "points" rather than percentage changes in their calculations.

Right-to-work bill spurned in New Mexico

The New Mexico House of Representatives overwhelmingly rejected a compulsory open-shop law which had been pushed by the National Right to Work Committee.

Unions efforts to block the bill included a legislative action committee of more than 800 union members and television and radio ads featuring House Speaker Ray Sanchez.

Ed Asner to be honored at BCTD dinner

Former Screen Actors Guild President Edward Asner will be honored for his commitment to the labor-backed "Blueprint for Cure" Campaign with a dinner during the AFL-CIO Building and Construction Trade Department's legislative conference in Washington D.C., on April 6. Proceeds from the dinner for the Emmy-Award-winning actor will go to the Diabetes Research Institute. The Building Trades' campaign to build a center for the institute at the University of Miami, Fla., is in its second year.

Plymouth Rubber added to unfair list

The Plymouth Rubber Co. of Canton, Mass., where members of Rubber Workers Local 573 have been on strike since May 15, 1986, was added to the AFL-CIO Unfair List for a national boycott. The company's inflexible demands include sharp benefit cuts, nonunion workers performing bargaining unit work, and limiting union representation rights. Plymouth makes insulating products under the brand names Plymouth, Slipknot, Plyvolt, Plysafe, Bishop, Plyflex, and Plytuff. Its rubber bands are sold under the names Plymouth, Revere, Patriot, and Cambridge, and its vinyls are sold as Plyhide and Plytron. Other products include upholstery, bookbinding, luggage materials, shoe-upper materials and linings, coated fabrics, rubber shoe soles, hospital sheets, and waterproof crib sheets and pads.

Shipyard workers use marches to protest wage cuts

Portland Ore., Metal Trades Council unions are protesting deep unilateral wage cuts imposed on 900 workers at Dillingham Ship Repair. The UBC is one of the unions involved in the dispute.

The members of nine unions chose to conduct daily protest marches en masse to work to demonstrate solidarity rather than strike, while the unions pursue unfair labor practice charges against the company. About 750 workers have been laid off, with production off 60%, according to Mike Fahey Sr., executive secretary of the council.

The company hired nonunion workers "off the street" and brought in 54 pipefitters from East Coast Machinery Inc. of New York after laying off 100 union pipefitters. But Fahey said that most of the replacement workers lacked the necessary skills and have been laid off.

USA-made flatware used at US Capitol

Members of the House of Representatives scrapped imported flatware used in the members' dining room after the Steelworkers and American steel manufacturers presented them with 180 sets of American-made stainless steel flatware.

At a luncheon sponsored by the USWA and the Specialty Steel Industry of the United States, several hundred congressmen, union members, and industry officials replaced flatware imported from Japan, Taiwan, and Korea with the "Made in the U.S.A." brand.

Representatives of the USWA and the industry trade group met with House members to discuss the import restraint program, which is scheduled to expire July 19. The industry and union have petitioned to extend the program for four years.

The petition said that, "the restraints have proven beneficial to the domestic industry," but measures of the industry's health, including production, employment, and factory use, remain below the levels that existed before the "massive surge of imports" in 1981 and 1982.

Coors replaces lie detector with drug test, survey

The AFL-CIO Union Label and Service Trades Department in Washington, D.C., reports that the Adolph Coors Co. replaced its lie detector tests for job applicants with a new form of harassment.

Coors now requires applicants to take drug detecting urine tests and fill out a 12-page survey on views about lying and cheating, unions, sex, and politics.

Since the AFL-CIO and Teamsters launched nationwide boycotts against Coors in the late 1970s, the company's sales have dropped by millions of barrels of beer a year. Supporting the boycott efforts are minority, women's, church, and community groups.

Boycott activity is expected to intensify in 1987 as Coors expands distribution from a new plant in Virginia to New York and New Jersey. The two states represent nearly 10% of the U.S. beer market.

Since 1960, Coors has busted from its plants the Teamsters, Asbestos Workers, Boilermakers, Brewery Workers, Bricklayers, Carpenters, Cement Masons, Electricians, Glaziers, Iron Workers, Lathers, Linoleum Layers, Millwrights, Painters, Pipefitters, Plumbers, Roofers, Sheet Metal Workers, and Tile, Marble and Terrazzo Workers.

**June 19–24, 1987
Atlantic City, N.J.**

AFL-CIO Union- Industries Show



The AFL-CIO Union-Industries Show is about people—people in labor and management who together produce the products and services we use every day. The show offers consumers an unusual glimpse behind the scenes to see how products are made and services performed. The show is about quality—the quality design, material, and workmanship which make American union-made products and union services among the world's finest.

The show spotlights for visitors the skills American craftspeople bring to their jobs—in manufacturing, building, and construction, the service industries, merchandising, public service, education, and special crafts. The show presents live demonstrations and displays on topics from culinary skills to safety at home and on the job, energy conservation to theatrical arts, personal health to aerospace science. Special skills demonstrations in industries include textiles, construction, printing, and much more. Working representatives from unions and business will discuss career and apprenticeship training. Many exhibits are designed to let visitors try their hand at a special skill.

The over 300 exhibitors at the show include the unions of the AFL-CIO, corporations whose products and services are produced by union workers, government agencies, and community service organizations.

Admission to the Union-Industries Show is free. The general public is invited, and schools, clubs, and other organizations are encouraged to arrange group visits. Children must be accompanied by a parent, and school groups must have an adult supervisor.

Make it a point to come to the beach in Atlantic City, N.J., in June and see Americans making a better America. **U3C**

GETTING TO THE SHOW

Consult your local newspaper for ads featuring day trips to any Atlantic City, N.J., casino hotel. The buses usually arrive in Atlantic City before noon and stay about six hours—ample time to visit a casino and the AFL-CIO Union-Industries Show. Passengers pay a fare and receive a casino “package”—a roll of quarters for the slots, a discount meal coupon and other bonuses.

After you have tried your luck at the casino, stroll the famed Boardwalk to the convention center and take in the Union-Industries Show. Admission is free, but a ticket is required. Tickets may be obtained from your state federation of labor, central labor council, union label council, or the Union Label and Service

Trades Department, AFL-CIO, 815 - 16th Street, N.W., Washington, D. C. 20006, (202) 628-2131.

Another possibility is chartering your own bus. A partial listing of area union bus companies is provided; for names in areas not listed, contact your state federation of labor, central labor council, or local transportation union.

If you are some distance from Atlantic City you may wish to put together an overnight visit on a chartered bus. Overnight packages can be made at a casino hotel or a non-casino hotel or motel. For a listing of hotels and motels contact the Atlantic City Convention and Visitors Bureau, 2314 Pacific Avenue, Atlantic City, NJ 08401, (609) 345-7536.

UNION BUS COMPANIES

Carl R. Bieber, Inc.
Post Office Box 180
Vine and Baldy Streets
Kutztown, Pa. 19530
215/683-7333

Blue Bird Coach Lines, Inc.
502 North Barry Street
Olean, N.J. 14760
716/372-5500

Bonanza Bus Lines
Post Office Box 1116
Providence, R.I. 02901
401/331-7500

Brush Hill Trans. Company
109 Norfolk Street
Dorchester, Mass. 02124
617/287-1920

**Gold Line/Gray Line
of Washington**
333 “E” Street, S.W.
Washington, D. C. 20024
202/479-5988

Greyhound Lines, Inc.
2206 Atlantic Avenue,
Room 1A
Atlantic City, N.J. 08401
609/344-7550

**New Jersey Transit Bus
Operations, Inc.**
180 Boyden Avenue
Maplewood, N.J. 07040
201/761-8331

Peter Pan Bus Lines, Inc.
1776 Main Street
Post Office Box 1776
Springfield, Mass. 01102
413/781-2900

Raritan Valley Bus Company
Box 312
Metuchen, N.J. 08840
201/549-1212

Red and Tan Lines
437 Tonnele Avenue
Jersey City, N.J. 07306
201/653-2220

Short Line Bus System
17 Franklin Turnpike
Mahwah, N.J. 07430
201/529-3666

Starr Tours
2531 East State Street
Trenton, N.J. 08619
609/587-0626

Trans-Bridge Lines
2012 Industrial Drive
Bethlehem, Pa. 18017
215/868-6001



One extremely important facet of the UBC's Operation Turnaround program—a facet that needs to be continually emphasized at union meetings, on and off the job—is the necessity of “giving 8 for 8.” That is the best answer to a member's frequently asked question, “What can I do?” Give our fair employers their money's worth, eight hours work for eight hours pay.

The following is a prime example of the importance of union construction productivity. It's an open letter to our members from a large concrete contractor who employs our members throughout the United States. The message comes through loud and clear. We needn't move backwards to compete with the nonunion sector, but we do need to work smarter, safer, and more productively.

Dun-Par Chose to be 100% Union! 'Did We Make the Right Choice?'

Construction employees of the Dun-Par Engineering Form Co., Raytown, Mo., recently received the following letter from management.

Dun-Par Employees:

Dun-Par Engineered Form Co. started its concrete form business in 1968. I joined this team in 1969 as a laborer progressing to a carpenter, carpenter foreman, district superintendent, and I am now vice president of field operations.

Dun-Par and its union employees have been fighting the open shop, double-breasted contractors, and at times even your membership to remain union. There has been enough talk and complaining about the open shop and our position. It is time that we unite and make some positive changes. Even if they are wrong, they are better than complaining and doing nothing. Our employees are our company, and we did make some positive changes. Together our union team fought to be safer, more productive, better organized, and still maintain quality. Because we had pride in ourselves and our union team, we did lower bids. We proved that we could choose union, but we need your support to guarantee our choice was right. If I can show you a plan that will make you, our company, and the union winners, would you try it? I'm betting you would. I'm aware of the problem, and my solutions may seem elementary to some of you. The success of my plan depends

on your total commitment. That means giving all that you have to prove that being union is the right choice. Those who think they have time to complain about the open shop but are not committed to doing something about it, please throw this letter away. I only want people who believe in the union and who are willing to make changes to regain our work.

There are two areas of construction—safety and production—that can drastically influence a bid. These two areas are also controlled entirely by your commitment.

Accidents cause more than pain, lost wages, and increased insurance premiums. They cause higher bids through lost productivity, accident investigations, paper work, and loss of morale. Even those not involved in an accident stand to lose. As insurance goes up and productivity goes down, it is difficult for our company to compete for new jobs. You know, as well as I, that new jobs mean steady employment and a chance for you to plan your future. We have schedules to meet and budgets to stay within; and safety and productivity are inseparable in meeting our challenge from the open shop. Are you beginning to see how you can affect bids and why being productive, working smart, and paying attention to safety will benefit you and the company? There are thousands of dollars being put into bids simply because of errors in our past performance.

- Craning the wrong material to the

top and then losing the crane.

- Bracing a beam side off a ladder from the bottom instead of the top.
- Cutting full sheets of plywood when scrap could be used.

Think about the job you are on now. I'm sure you can add to the list with very little effort. Now put a dollar amount on these errors and take it times 25 jobs or times a year. Surely you agree with me that cutting wages further is not the only way to be competitive.

When we get a job, about 20% of our work force are people who have made these changes and prove they work. Your local supplies the other 80%. Certainly we can see that 100% commitment would make a drastic change to our union marketplace.

At the beginning of this letter I said that you, the company, and the union can be winners. If you are willing to work eight hours for eight hours pay, your efforts will be rewarded. Simply put, working safer with better organization and a commitment to working smart will result in more jobs for the company. It would mean steady work at union wages for you and a growing membership for your local.

Talk to your fellow members and vote to do something positive with a union contractor. Hopefully my solutions are more appealing than cutting wages further.

Sincerely,

Jeff Klewein
Vice President, Field Operations

This Agency Is Working for You

Dear UBC Brothers and Sisters:

Each day, your membership in the United Brotherhood is working for you, helping assure you of decent wages and good benefits. You know that should you need help, your brothers and sisters stand ready to do whatever they can.

It is the same with United Way. Though you may not hear about it every day, it is quietly working behind the scenes in thousands of communities across America, 365 days a year. And if you think United Way is just for the "other person," think again. If you have kids in the Scouts or Camp Fire, you have probably used a United Way service. If you have ever taken a life saving course through the Red Cross or taken an exercise class at the Y, you have probably used a United Way service. Of, if you have an elderly parent who gets a hot meal delivered by Meals On Wheels—you guessed it—you have probably used a United Way service.

In a short time, the 1987 United Way campaign will begin. As always, I urge you to be generous—and not just for reasons of self interest. You will be helping other people who may not be as fortunate as you.

Giving to United Way is a good investment in the future of America's communities. I urge you to buy a share.

Thank you.

Sincerely and fraternally,

PATRICK J. CAMPBELL
General President



Norman Poirier at work in his studio, right, and the figurine "Aurora Corpus," above.

Carpenter of Nazareth Edified in Bronze By Cleveland Carpenter



A bronze figurine, "Aurora Corpus," the resurrection, stands among the art collection of the Most Rev. James Hickey, Roman Catholic archbishop of Washington, D.C.

A seated, five-foot figure of the Madonna, cast in nickel silver and bronze, rests beside a studio wall in St. Jude's Church in Richmond Heights, Ohio.

These and many other sculptures on display in Midwest cities are the work of a retired member of Local 1750, Cleveland, Ohio, Norman Poirier, a man who has pursued two craft skills, carpentry and sculpture, much of his adult life. Now retired from carpentry, Poirier continues to accept commissions for his sculptures. He is currently making wax models for a proposal to the Ursuline College at Pepper Pike, Ohio—seven-foot figures to be cast in bronze.

For 12 years Poirier was a working carpenter. His grandfather was a carpenter, and his father was a building contractor. He was initiated into Local 1750 in October 1967 and has been a dues-paying UBC retiree for the past five years. While he plied the carpentry trade, he still found time for his metal and stone creations. In the 1960s he created six heroic bronze heads for the Cleveland Cultural Gardens and he completed a marble bust of Dr. Enezio Tuason, founder of Blue Cross for the Philippine Islands, which was commissioned by the doctor's widow. Schools and colleges commissioned his work. In the early 1980s the International Brotherhood of Tentmakers and Upholsterers commissioned a 22-foot-high piece, which was cast in aluminite, stainless steel, and wire mesh, for its headquarters on Christ Church Way in Philadelphia, Pa.

Poirier began his apprenticeship as a sculptor at the Rhode Island School of Design in Providence, R.I., in 1940 at the age of 17. With financial help from his family and a stipend from the school, he pursued his studies through the uncertain years of World War II. In 1944 he received commissions from the newly-formed Monterey Guild, based at Portsmouth Priory in Rhode Island. He completed life-size stone figures and decorative bronze sculptures for the convent agency.

In 1947 he married Jesse Buckles, a painter and poet, and the young couple moved to Cleveland, where Poirier executed his first sculptured work in that city—a seven-foot figure in granite.

Over the years, Poirier has won many awards and commissions, but the life of a sculptor is often a hard one, filled with uncertainties. Carpentry filled the gaps in the lean years.

Poirier continues to pursue his art, edifying his church and his community in lasting metals and stone.



The modern-day carpenter is depicted in this statue by Poirier.

Is Your Local or Council Registered for Action?

If not, why not join the Club? The votes of hundreds of thousands of UBC members and their families mean political power to push our legislative goals of gaining jobs and improving working conditions. To encourage more of our members to vote, the Legislative Department is starting the **REGISTERED FOR ACTION CLUB**.

UBC representatives attending the Building and Construction Trades Legislative Conference this month will be given lists of their members showing who is registered to vote and who is not. The representatives will be asked to take these lists home and start registering to reach a minimum goal of 75% registered members. Each newly-registered member will receive a personal letter from the Carpenters Legislative Improvement Committee and an "I'm Union and I Vote" bumper sticker. Locals and district councils that reach at least 75% registration will become part of the **REGISTERED FOR ACTION CLUB**. Locals and councils in the Club will receive a special newsletter on legislative events and political action, special targeted computer services for political campaigns, and invitations to political education training program.

If your local or council would like to work to join the Club, contact General Treasurer Wayne Pierce at the General Office. We will send you a list of your registered and unregistered members and helpful suggestions for getting members to register. Take some action that will really make a difference—Register for Action and join the Club!

Flooring Industry Coordination

Continued from Page 5

conducted at Local 2509, Jackson, Tenn., and Local 2825, Nashville, Tenn.

Bargaining goals for negotiations were developed through a survey and meetings with members to review and discuss survey results. The UBC's program for industrial local union negotiating committees, "The Bargaining Process," was shown at both locals so members would fully understand how negotiations would be conducted.

The preparation also included an in-plant organizing program. Tennessee, where both plants are located, is a "right-to-work" state. A one-on-one campaign was started both to sign up new members and to get feedback on the upcoming negotiations. In the Jackson local an in-plant organizer, working with local officers and stewards, signed up 130 new members using the UBC's "Get On Board" organizing program. Both locals also held socials during the holiday season to build up union spirit.

The final part of the strategy was coordination at the bargaining table. The Indiana Industrial Council represents a plant owned by the same parent company, so it sent its representative, Elmer Howerton, to the negotiations to show solidarity. The UBC represents workers at a Bruce plant in eastern Texas. Their Local 2713, Center, Tex., was affiliated with the Southern Council of Industrial Workers which represents the two Tennessee plants to allow for better coordination. International Representative Greg Martin was also pres-

ent in negotiations to provide overall coordination and a link to the International's resources and programs. On the union's negotiating team were SCIW Secretary Ray White and SCIW representatives and the negotiating committees for Locals 2509 and 2825.

The result of this thorough preparation and coordination at the bargaining table was a solid three-year agreement ratified by 90% of the members. The agreement, which covers both plants, provides for a 5% wage increase in each of the three years, improvements in health insurance, including a new dental plan, and a pension improvement of \$2.00 per year of service.

Commenting on the negotiations and the settlement, Local 2509 President and bargaining committee member David Cole said, "We were better prepared and organized for these negotiations than in the past, and it paid off for our members."

Industry and company-wide approaches will increasingly be applied in other areas of the industrial sector. General President Campbell has directed the Industrial Department to develop programs and materials toward that end. In a recent issue of the *Organizing-Industrial Bulletin*, President Campbell stated, "This coordinated approach is being adopted by the General Office and the Industrial Department because it is the only way we can establish decent wages and working conditions in our industries. Our industries have changed their structure and our structure must change as well to allow for more coordination." **UBC**

Layoffs Called Last Resort for Employers

Layoffs should be avoided, if at all possible, as an employer decides which policy options will best save money and increase productivity, contend an economics professor and a spokeswoman for one of the world's leading multinational companies.

They urge corporate managers to consider first the benefits of a job security policy to retain key workers or other alternatives to slashing the workforce in troubled times.

Pink slips should be the last resort for an economically hard-pressed employer in most cases, especially one trying to keep a cushion of ready money, according to Gary Hansen, Utah State University economics professor. He says layoffs demand massive and immediate cash outlays for severance payments and such matters as unused employee leave. "A ballpark guess is that most companies only realize about half the savings from a layoff that they had projected," Hansen says. "As a cost-saving tool, the viability of layoffs has dropped considerably over the last five or 10 years."

The official company policy of IBM is to avoid layoffs, says spokesperson Theo Chisholm.

"We have a tradition," she says.

The computer giant uses a number of strategies to preserve the core workforce, among them an 80% reduction in overtime; the mandatory use of accrued vacation leave by employees; and encouragement of unpaid leaves of absence through such devices as the company's medical leave policy, which allows workers to take as much as a year off for parental leave or other medical reasons, coupled with the guarantee of a job upon return. According to Chisholm, IBM's ability to roll with the punches dealt by a soft economy stems from long-term planning that has as an objective the retention of a prime corporate asset—a well trained and flexible workforce.

"Here's a NEW TAX LAW tip"

The new tax law requires that all employees file a new Form W-4 before October 1, 1987... but file it now so you can make sure the right amount of tax is being withheld. Your employer or the IRS has the forms and instructions.



LOCAL UNION NEWS

Indiana Local Aids Semi-Trailer Project

Members of Local 2323, Monon, Ind., were recently involved in a charitable project which resulted in a gift of a 28-foot semi-trailer to the Mid-North Indiana Food Finders Inc. Food Bank. The local requested the cooperation of Monon Corp. management, and the company and the union worked together to provide over 182 hours of donated labor which was coordinated and overseen by management. Management then chose a suitable trailer to provide the most road-worthy vehicle for Food Bank use.

The trailer, with the Food Bank logo painted on its side, will provide valuable storage space and, once matched with a tractor, will be used to pick up donated food from around the state and to deliver it to other food banks in and out of the state. The food will then be channeled to various affiliated agencies and organizations who distribute the food to the hungry. Last year approximately one million pounds of food were disbursed.

Twenty-six members gave of their time and talent to make the project a reality. They were Daryl Doyle, Dianne Brown, John Myers, Cindy McElroy, Jackie McCutcheon, Clyde McCutcheon, Dawn Henderson, Nancy Clark, Mary Garling, Linda Elmore, Diana Smith, Jerry Crane, Mike Page, Richard Hutson, Jesus R. Marrero, Candy Minniear, Becky Myers, Jamie Myers, Doug Terria, June Nance, John Roark, Dan Beckefeld, Jim Keys, Davey Gordon, Fred Mayotte, and Bob Allen.



On hand for the presentation of the trailer to the Food Bank, from left, were Diane Brown, Local 2323 vice president; Chris Stofe, Monon Corp. vice president; Aaron Scott, Food Finders director; Nancy Clark, Local 2323 community service chairman; and Elmer Howerton, Local 2323 business manager.

Released Reporter Member's Son-in-Law

Gerald F. Seib, the *Wall Street Journal* reporter who was recently detained by Iranian officials, is the son-in-law of a UBC member. Seib was released after a few days of confinement with little explanation for the action. Seib is married to the daughter of Chester Rosewicz, a Local 168 member from Kansas City, Kan.

Saskatchewan Pickets Win Refinery Pact



Members turned out in large numbers to demonstrate their support for fair union wages and working conditions.

The power of unified strength and cooperative action was demonstrated at a Regina, Sask., refinery where an agreement was signed ensuring that the Co-op Refinery would be built 100% union with Kilborn-Fluor as engineers and prime contractors.

The job, a major expansion, was picketed by building trades workers, members of the Energy Chemical Workers, and members of

the Saskatchewan Federation of Labour and affiliates. The action was led by Michael Wright, business manager, Millwrights Local 1021, Saskatoon, and Robert Todd, business manager, Local 1985, Province of Saskatchewan. In addition, a "Do Not Patronize" campaign was instituted. After 10 days of action, an agreement covering all building trades was reached.

Halifax Local Renovates Children's Center

When Wee Care Developments approached Local 83, Halifax, N.S., for help with the renovation of a child development center, the local's response was to sign on and get started.

Wee Care was started to teach preschool children with physical disabilities and developmental delays how to take care of themselves before starting school. The group was occupying a 100-year-old building leased from the community center for a yearly fee of one dollar. However, when the City of Halifax deemed the building unfit for use, Wee Care had no money for renovations and no place to go.

Local 83 President and Business Representative William Boudreau, hired by the local to supervise the job, got together with Wee Development Member and Architect Charles Ritcey and soon Local 83 members were working on the building.

The renovation of the building proved to entail much more work than was originally expected, but the Carpenters kept at it with close to 60 members volunteering their time for the cause and a Nova Scotia Institute of Technology carpenter apprentice signing on to build the cabinets. By the time the project was completed, the Carpenters had donated \$7500 in cash and close to \$50,000 worth of labor.

Contractors that contributed to the project were Yorkdale Drywall, Eaton Construction Ltd., Guildfords, and A.R. Hemming Building Systems Ltd.



The Wee Care Developments building nears completion in Halifax, N.S.



Wee Care volunteers included, from left, Bill Boudreau, Local 83 president; a YMCA volunteer; and Local 83 members George Underwood, Walter Drinovz, Gerald Denty, and Mike Chittick.

Charlottetown Efforts Turn Job Around

When put into action, Operation Turnaround works. Local 1338, Charlottetown, P.E.I., can speak from experience.

When Local 1338 Business Representative Lou Bradley discovered a 72-unit motel was going to be built nonunion, he got together with a union contractor to work on getting the owner to reconsider. When the owner finally relented and considered the union proposal, the union bid was the lower of the two. The job was awarded to the union contractor.

Afterwards the union contractor wrote the union: "I wish to thank you as business agent and the United Brotherhood of Carpenters and Joiners of America, Local 1338, for consideration in this matter. I think that it shows that through mutual cooperation we can expand the unionized sector and very aptly compete with the nonunion forces on this size of project."

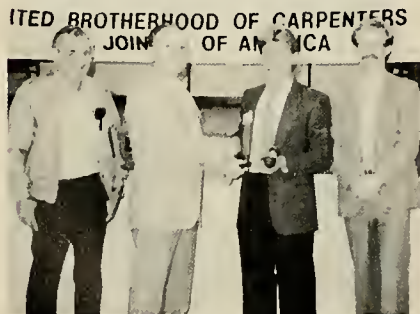
Alberta Carpenters Hold 35th Conclave

Members of the various local unions and the district council in the Province of Alberta gathered for their recent convention at the Carpenters Building in Calgary.

The convention agenda included much debate on resolutions concerning the future direction of the Brotherhood in the province.

Elections were held to determine who would lead the group until its next convention. Martyn Piper, Local 2103, Calgary, was elected president; Alf Weisser, Local 1322, Edson, was elected executive secretary treasurer after serving for many years as the council president; William McGillivray, Local 1569, Medicine Hat, was elected first vice president; and Corby Pankhurst, Local 846, Lethbridge, was elected second vice president.

Convention speakers included Derrick Manson, UBC Canadian research director; K. E. Christianson, fraternal delegate from the British Columbia provincial council; John Paterson, administrator of the Alberta Carpenters pension plan and president of the Calgary district council; and Ronald J. Dancer, general executive board member from the Tenth District.



Newly-elected officers of the Alberta Provincial Council. Pictured above, from left, are William McGillivray, Alf Weisser, Martyn Piper, and Corby Pankhurst.

Charter Members In Laredo, Texas



Ten charter members of Local 1726, Laredo, Tex., joined with five other members for a final group photograph before becoming part of Local 14, San Antonio, Tex. Pictured above, front row, from left, are Alberto Ramirez, Charter Members Andres Saldivar, Teodore Vargas, Alberto Vargas, Alfonso Contreras, Eusedio Contreras, and Antonio Canto, and Leandro Blanca.

Back row, from left, are Manuel Mata, Charter Member Gilberto May, UBC Representative Pete McNeil, Charter Members Eujenio Almendarez and Celso Castillo, Ildelfonso Serna, Charter Member Carlos Moreño, and Manuel Duarte.

Not pictured were Charter Members Fidel Moreno, Julian Jimenez, and Jose Alonzo.

Awards Presented at Indiana Convention



Charlie Bell, council executive secretary, rear and center, with those presented Bell Awards at the recent council convention.

The Carpenters Industrial Council of Indiana held its 11th Biennial Convention recently. Presentations covering negotiations, pensions, and health and safety in the workplace were offered, and Council Executive Secretary Treasurer Charles E. Bell presented the traditional Bell Awards to union members who had gone beyond the call of duty for their unions.

Among the group pictured are award recipients Mary Layman, Local 1690, Wabash; Tom Jones, Local 2601, Lafayette; Bob Noggle, Local 1199, Union City; Frona Day, Local 3056, LaPorte; Jules Berlin, international representative; Lonnie Froedge, Local 3125, Louisville, Ky.; Jerry Crane, Local 2323, Monon; Pam Farner, Local 2601; State Representative Sheila Klinker; Gary Chelf, Local 2993, Franklin; Mary Holt, 2930, Jasper; Diane Payton, Local 2930; Melvin Roberts, Local 1155, Columbus; and Sara Slayton, Local 1199.

Amstore Jobs Return to Michigan

Chalk one up for the UBC Michigan Council of Industrial Workers. Amstore Corp., the Muskegon, Mich.,-based manufacturer of store fixtures, is bringing back the work it moved six years ago to Liberty, S.C., with a predicted gain of 50 jobs.

At Amstore, where management several years ago said adversarial labor relations contributed to the 1979 decision to move some production to South Carolina, an improved labor-management climate and new flexibility by the union were said to be factors in the recent northward reversal.

Amstore also cited rising demands for the custom fixtures made by its skilled Muskegon work force, members of the United Brotherhood of Carpenters and Joiners.

District Survey?



That's First District Board Member Joe Lia floating with outstretched arms beneath a parachute in the picture above. He is purported to be conducting an aerial inspection of a construction job somewhere in North America, according to a letter to UBC General President Pat Campbell, but the Carpenter staff suspects he's relaxing where the weather is balmy after some tough assignment.

McGuire Honored by Illinois Society

The Illinois Labor History Society each year inducts men and women, no longer active in union affairs, but whose contributions to the labor movement over the years mark them as worthy of a special place in history, into the Union Hall of Fame.

At the annual ILHS dinner last year, Peter J. McGuire was among the four leaders inducted into this mythical shrine before a crowd of over 250 local union activists and labor historians. Robert Lid, business agent for the Chicago and Northeastern Illinois Council of Carpenters accepted the citation on behalf of the United Brotherhood.



Pictured above, during the presentation, from left, are Joseph M. Jacobs, chairman of the ILHS; Robert Lid, Chicago Council of Carpenters; and Thomas Suhrbur, ILHS trustee.

NY Local Collects Toys for Tots

For the fifth year in a row, the membership of Local 163, Peekskill, N.Y., extended the spirit of sharing to their community through a Christmas toy collection for less fortunate children in the Westchester County area. The toys were donated by members of the local and turned over to the U.S. Marine Corps for distribution as part of their "Toys for Tots" program.



The Local 163 and Marine representatives pictured above, from left, are Sgt. Bill Evans; William Rehak, local chairman and trustee; Gordon Lyons, local business representative; and Sgt. James Rodak.

Merged Local Deeds Building

During the recent reorganization in Indiana, Local 694, Boonville, was merged into Local 90, Evansville, and the members of Local 694 deeded their building and property in Boonville over to Millwrights Local 1080, Boonville. The locals are affiliated with the Southern Indiana District Council.

The 2000-square-foot building was built by the local in 1969 with volunteer labor. Before turning it over to the millwright group, the carpenters put on a new roof and installed a water heater. The building has two offices, a coffee area, and a large meeting room. The seven-acre property also includes a lake.



Pictured above exchanging the deed to the property in Boonville, Ind., from left, are James Patterson, international representative; Ralph Litherland, Local 90 service representative and former service representative for Local 694; Larry Bendzen, former president for Local 694; Steve Richards, Local 1080 president; Charles Lanny Rideout, Local 1080 service representative; and Donald G. Walker, Southern Indiana district council business manager.

Volunteering Member Goes Full Circle

Jerry Otis, a former officer of Lumber and Sawmill Workers Local 2519, Seattle, Wash., has seen his life go a full circle. A serious health problem left him confined to a wheelchair with medical experts giving him only a fifty-fifty chance of walking again, but today he's out there building ramps for others in wheelchairs—leaving his at home.

Brother Otis had volunteered his time to the Labor Agency prior to his health troubles in 1984. After his release from the hospital, the agency's wheelchair ramp crew provided him with a ramp for his home and Otis was on his way. As soon as his recovery allowed, Otis began a strenuous physical therapy program and enrolled in the University of Washington Vocational Rehabilitation pro-

gram. Now he's back to volunteering with the labor agency.

These days Otis has an array of activities on his agenda. He drives elderly clients to medical appointments and shopping, has helped to break out and repack bulk foods for a food bank, picked up and delivered donated clothing and household items, and cleaned and repaired donated electrical appliances.

His years of experience have taught Brother Otis the value of safe work habits and he follows these practices faithfully. He has quite a bit of work laid out for himself these days and quite a few people in his area are glad to see him up and about and able to share his talents once again.



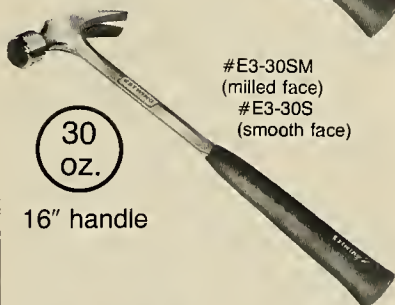
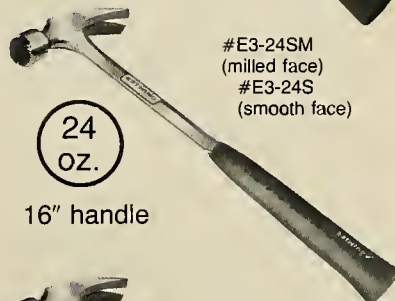
Brother Jerry Otis at work on a handicapped access structure for a home for infants and children with birth defects.

NEW

Estwing

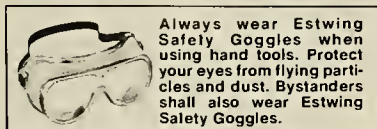
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2647 8th St. Rockford, IL 61101

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SPORTS FAMER

Al Gutknecht, a Local 333, New Kensington, Pa., retiree, was recently awarded an Allegheny-Kiski Valley Sports Hall of Fame Award and also honored for his career at a retirees club luncheon. Brother Gutknecht's sports career spanned 32 years: from the years he played football, basketball, and baseball at Arnold High School in Pennsylvania to a short career as a member of the Brooklyn Dodgers football team and some playing time with the Cleveland Rams to a stint as a baseball pitcher with a local team until 1967.

All of his accomplishments, while noteworthy in and of themselves, are also examples of courage and determination—Brother Gutknecht lost an eye at age seven, yet never let this stop his winning streak.



Al Gutknecht with sports career honor.

MASS. STATE SCHOLAR



The Massachusetts State Council recently awarded a scholarship to Eric L. McDonald, the son of Wilfred P. McDonald, Local 33, Boston. Pictured above at the presentation of the \$2,000 award, from left, are Andrew Sarno, business representative; Michael J. Molinari, state council executive secretary; Eric L. McDonald; and Mrs. and Mr. Wilfred P. McDonald.

OLYMPIAN AWARD

Franklin Blasi, business agent for Local 201, Wichita, Kan., was singled out from over 5000 volunteers in the state of Kansas to receive the Kansas Special Olympics "Outstanding Volunteer" award.

The award recognized Blasi's leadership role in constructing a storage facility for equipment used by Kansas Special Olympics in its many activities for retarded citizens. After Local 201 donated land for the warehouse, Blasi spearheaded the drive to get it built.

"Frank secured thousands of dollars worth of materials, obtained the use of equipment, and secured volunteer manpower for the construction as well as handling all the coordination for the project," said Peggy Buck, a Special Olympics volunteer. Buck said Blasi "spent many hours and made hundreds of phone calls" securing donations of supplies and labor. In all, 43 firms donated to the project.

Blasi's contribution to Kansas Special Olympics was not limited to his work on the warehouse. He also helped organize the construction of the structures for the Olympic Village, home to the summer games of Kansas Special Olympics. His assistance, according to Buck, included providing a construction site, painting the structures, and hauling the structures from one location to another.

Blasi is married and has 10 children and 11 grandchildren, but still finds time to contribute to organizations like Kansas Special Olympics.



Kansas Special Olympics "Outstanding Volunteer" Franklin Blasi, right, receives award from Steve Walsh, Kansas Special Olympic executive director.

APPRENTICESHIP & TRAINING

Ohio Local Union Presents Certificates



Local 437, Portsmouth, Ohio, recently presented journeymen certificates to graduating apprentices. Pictured above, front row, from left, are Gary E. Price, director, adult education, Scioto Co. vocational school; Larry Gullett, apprentice instructor; Gene Johnson, apprentice instructor; Carl Tolbert, graduating apprentice; Joan Flanagan, graduating apprentice; Mark Howard, graduating apprentice; Patrick Day, apprentice instructor; and Marvin Knapp, JAC coordinator and secretary, Tri-State Council.

Back row, from left, are Norvel Thomas, business representative; Thomas Hanahan, general executive board member for the Third District; and Gregory Martin, general representative.

Local 24 Apprentices Aid Senior Crafts

Apprentices of Local 24, Central Connecticut, brought Christmas to the Wallingford Senior Center a little early last year. The center had a problem because the woodworking shop and craft classes had to share space in one long workroom, and dust and noise from the woodworking area was finding its way to the opposite side of the room and disturbing the seniors who were working on their crafts.

The solution to their problem appeared simple: construct a partition to divide the room into two equal spaces. The state provided a grant of \$1,600 for the materials for the divider, but funds to pay for the labor eluded them.

After the materials had sat in a corner unused for several months, Edward Musso, a senior member, had an idea. He persuaded the apprentices from the Local 24 JATC to donate their talents to complete the project.

The story has a happy ending. The apprentices completed the project in two days, saving the center anywhere from \$2,500 to \$4,000, and 14 apprentices got on-the-job experience, a round of applause, and hot fudge sundaes from the grateful seniors.



Carl Tolbert, left, was presented a gold hammer award as the outstanding fourth year apprentice in the program. Pictured with him is Board Member Thomas Hanahan.

Los Angeles Millwright Grads

Graduating millwright apprentices celebrated their elevation to journeyman status at a dinner hosted by Local 1607, Los Angeles, Calif., right, at Steven's Steak House. Pictured, front row, from left, are Bruce Morgan, Gary Benoit, Clarence Rigali, and 1607 Business Manager Bob Nakonieczny. Back row, from left, are Debbie Terry, Robert K. Wilson, Steve Contreras, and Keith Corsen. Also graduating but unable to attend the dinner were Robert Wohlgemuth, Randal Booker, John Brick, Daniel Lee, John Meyer, and Dan Sattler.

Apprentices at Robotics Class



Apprentices of Local 1755, Parkersburg, W.Va., along with their instructors, recently attended a robotics class at Washington Technical College in Marietta, Ohio. Pictured above, from left, are Mr. Baird, robotics teacher; Paul Schultz; Larry Hayes; Kevin King; Ken Whited; Phil Kaiden, instructor; Mike Collins; Joe Starkey; Dave Farrar; and Tom Valentine. Absent from the picture is Instructor Fred Abrams.

Local 845 Honors Graduates



At a recent gathering of Local 845, Drexel Hall, Pa., several of the local's graduating apprentices were honored, including two who had significant academic achievements over their four years in the apprenticeship program. Pictured above, from left, are Apprentices Sal Militello, Chris Mahoney, and Dan Moran, number one in academic achievement; Local President Frank Smith; Apprentices Brian Stumm, third in academic achievement, and Dan McGinnis; and Local Treasurer Larry Dunn.

Steward Training



Those who attended the Southwestern Michigan Steward Training Program are pictured above.

Steward Training for Southwestern Michigan

The Southwestern Michigan Carpenters District Council recently hosted a steward training class for all members interested in attending. Members of all local unions affiliated with the council attended the class conducted by Representative Rob Konyha.

Pictured in the above photo by Ed Cressy, Local 898, St. Joseph and Benton Harbor, from left, are Ed Cressy, Local 898; Steve Badgley, Local 898; Roy Cavender, Local 871, Battle Creek; Carroll Eaton, Local 297, Kalamazoo; Lawrence Larsen, Local 898; John Leedle, Local 871; Garald Bohn, Local 898; Dave Miller, Local 871; Nate Bitely, business representative, Local 297; Mike Smith, Local 2252, Grand Rapids; Carl Badgley, Local 898; Jim McCulley, Local 871; Rob Konyha; Art Huff, business representative, Local 2252; Greg Horn, Local 871; Rick Fleming, business representative, Local 871; Bob LeClear, (hidden), Local 871; Thomas Schieffer, Local 335, Grand Rapids; Patricia Kuncaitis, Local 100, Muskegon; Lee Knitter, apprenticeship instructor, Local 898; Carlos Washington, Local 871; Donald Bammann, district council secretary-treasurer; Dick Morehead, business representative, Local 898; Alan Hamstra, Local 335; John Nagelhout, Local 335; Richard Brown, Local 335; Nancy Gleason, Local 100; James Slaghuis, Local 335; Orville Hubert, business representative, Local 335;

Ronald Ecker, Local 335; Andrew Zamarripa, Local 335; and Gale Pierson, Local 335. Not pictured is Thomas De Korte, Local 2252.

Steubenville Stewards Train



Members of Local 186, Steubenville, Ohio, pose with completion certificates from a recent steward training class conducted by representative Rob Konyha. Seated, from left, are Bob Philipson, Local 186 business representative; Rob Konyha; David Yasho; David Miller; and Joseph Miller, apprentice. Standing, from left, are Joseph Cionni; Frances McCullough, Wheeling, W. Va., Local 3 apprentice and wife of Local 186 member Alan G. McCullough; John S. Martino; Roy Wells; Okey B. Nestor Sr.; Kenneth Wells; Charles Greene; and James R. Hannan Jr.

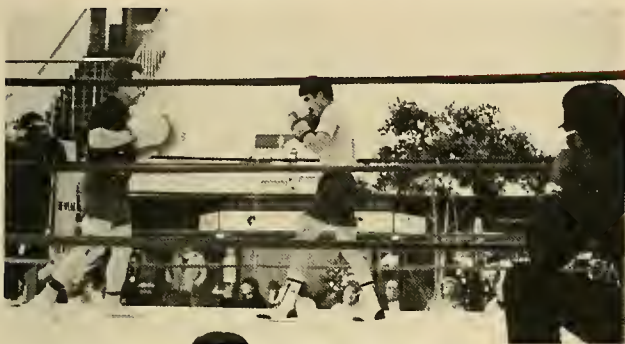
Illinois Millwrights Steward Training

Steward training course graduates from Millwrights Local 1693, Hinsdale, Ill., pictured at right, from left, are Edward Zaylek; William Cook, district council vice president; Charles Schwere Jr.; John Burdew; Michael Kaminski; James Atton; William Olson; and Anthony Jendrzek.



Members In The News

Featherweight Champ



To help prepare for the title bout, Espinosa sparred with two Local 906 apprentices who also boast impressive boxing records: Johnny Vasquez, an amateur bantamweight who is ranked ninth in the world, and Pete Solarez, who achieved success as an amateur and has racked up a 4-1 record since turning professional.

Just over two years ago, we heard of a rising star in our ranks; a carpenter apprentice on his way to a world championship in boxing. In October of 1984 we reported that Louie Espinosa, Local 906, Glendale, Ariz., had a record of 11-1 with six knockouts. Since then he's improved his record to 22-1 with 17 KOs, and he recently won the World Boxing Association junior-featherweight championship.

In January, with a fourth round TKO, Espinosa won the title in his home state by defeating a strong contender. An impressive contingent of UBC and other union members were at Veterans Memorial Coliseum in Phoenix, Ariz., to support the third-year apprentice. Local 906 members were especially proud to cheer Espinosa's victory after all the work they had done to promote the match-up. A rousing cheer came from the group between rounds when the announcer thanked the Carpenters for all their help.

Photos and newspaper clippings about the champ are displayed on the walls at Local 906. The members recently presented Espinosa with a plaque honoring his accomplishments and telling him how proud he's made them feel.

Despite the hype and hoopla, like headlines in *The Arizona Republic* and *The Phoenix Gazette*, Brother Espinosa remains "unpretentious, well-mannered, reserved, and hardworking" according to Local 906 Business Representative Richard Mills. "Louie is dedicated to being the best carpenter he can be. . . . Even winning the title hasn't changed him, the following Monday morning he was at the hall ready to go to work."

Moose-Hunting Member

Some people ride horses on their time off from work. UBC Member Terry Cox used his time to ride a moose.

The Fairbanks, Alaska, Local 1243 member made the Fairbanks *News-Miner* when he and a friend went bowhunting. Cox's coworker at the Markair Co., Al Bravard, wounded a bull moose, but the two were unable to track the animal in the dark. They marked the last place they saw the animal and, because it was the last day of moose-hunting season, called Fish and Wildlife Protection Troopers. Bravard was sure he had fatally wounded the animal and informed the Troopers of his intent to go in and get the animal.

The next day, Bravard took to the air to look for the carcass,



The moose hunters from left are Allen Bravard, with the arrow that originally found the moose; Terry Cox, rider; and Tony Letuligasenoa, with the machete that saved their lives.

while Cox and another friend, Tony Letuligasenoa, searched on foot. Assuming the moose was dead, the two did not carry guns.

It was Cox who found what he thought was the dead moose, but as he approached, it jumped and charged him. Letuligasenoa heard Cox's yell and came running to find the moose's head down and Cox on the bottom in front of his horns. Letuligasenoa was sure his friend had been gored.

But Cox had his position right in the middle of the moose's horns, and for the next seven minutes, rode the animal while Letuligasenoa attacked with a two-foot-long machete. "All I was trying to do was kill it before it killed me and Terry." Much to the two men's relief, he succeeded.

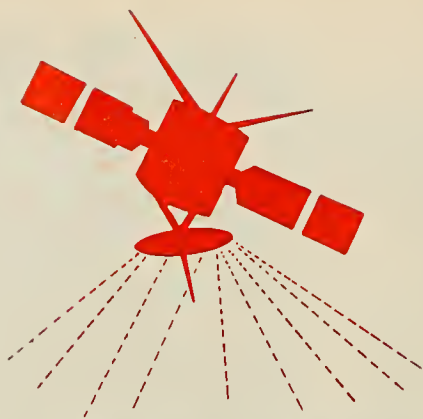
Bravard, watching from the air, called the flight service tower for help, certain that both his two friends had been gored. Troopers were at the scene with an ambulance almost immediately. They found a dead four-year old moose with a 36-inch antler spread, and the two survivors.

After the ordeal, Cox promised to never make fun of Letuligasenoa's machete again; Letuligasenoa was thinking of taking up fishing.

Another Liberty Ship



In the February Carpenter article on Liberty ships, no mention was made of the Santiago Iglesias, another Liberty dedicated to a UBC leader. Named for a pioneer UBC and AFL organizer in Puerto Rico, the Iglesias, was launched on March 30, 1943, in Fairfield, Md.



Safety and Health

Right to Know Teleconference Links Unionists on 17 Campuses

A nationwide AFL-CIO teleconference April 23-24 will focus on federal and state right-to-know laws covering workplace toxic chemicals.

Labor educators and union members at 17 universities will be linked via satellite with Washington, D.C. The conference will discuss how to obtain and use chemical hazard information, the history of right-to-know laws, and requirements of the federal Hazard Communications standard and state right-to-know laws.

The conference will be opened by AFL-CIO President Lane Kirkland, and participants will include job safety and health specialists from the AFL-CIO and affiliated unions.

It is designed to teach local union members, particularly local union officers and safety and health committee members, how to use their rights under these new right-to-know laws.

The teleconference is produced by the Labor Institute of Public Affairs, the AFL-CIO's television arm, and co-sponsored by the AFL-CIO's Department of Occupational Safety, Health and Social Security, and the George Meany Center for Labor Studies.

A list of universities with satellite links appears below. Trade union members interested in attending the conference should contact and register with the university site in their area.

University of Arkansas at Little Rock
Contact: James E. Nickels
33rd and University
Little Rock, Arkansas 72204
(501) 371-5406

University of California-Berkeley
Contact: Robin Baker
2521 Channing Way
Berkeley, California 94720
(415) 642-0320

University of California-Los Angeles
Contact: Marianne Brown
1001 Gayley
Los Angeles, California 90024
(213) 825-9603

University of Connecticut
Contact: Saul Nesselroth
U-13, Room 204
One Bishop Circle
Storrs, Connecticut 06268
(203) 486-3417

University of the District of Columbia
Contact: Edgar Lee
1321 H Street, NW, Mezzanine
Washington, DC 20005
(202) 727-2326

University of Illinois
Contact: Helen Elkiss
Rice Building, Suite 214
815 West Van Buren
Chicago, Illinois 60607
(312) 996-2623

Indiana University
Contact: Michael Parsons
Owen Hall 101
Bloomington, Indiana 47405
(812) 335-9082

Dundalk Community College
Contact: Everett G. Miller
7200 Sollers Point Road
Dundalk, Maryland 21222
(301) 522-5785

Michigan State University
Contact: Neil VandeVord/Scott Tobey
432 South Kedzie Hall
East Lansing, Michigan 48824
(517) 355-5070

University of Minnesota
Contact: Larry Casey
437 Management & Economics
Building
271 19th Avenue South
Minneapolis, Minnesota 55455
(612) 624-5020

University of Missouri
Contact: George Boyle
Room 417 Lewis Hall
Columbia, Missouri 65211
(314) 882-8358; 882-8359; 882-4074

University of Nebraska at Omaha
Contact: John Kretzschmar
Peter Kiewit Conference Center
Omaha, Nebraska 68182
(402) 554-8340

Cornell University
Contact: Mary Lehman
ILR Conference Center
Ithaca, New York 14853
(607) 255-1507

Ohio State University
Contact: Brenda Cochrane
1810 College Road
Columbus, Ohio 43210
(614) 422-8157

Indiana University of Pennsylvania
Contact: Martin Morand
413 John Sutton Hall-IUP
Indiana, Pennsylvania 15705
(412) 357-2645

West Virginia University
Contact: Paul Becker
710 Knapp Hall
Morgantown, West Virginia 26506
(304) 293-3323

The University of Wisconsin
Contact: John Lund
422 Lowell Hall
610 Langdon Street
Madison, Wisconsin 53703
(608) 262-2111

Massachusetts, Missouri Take Note

Pilot Audit for Injury, Illness Records

A pilot audit of employee injury and illness records at a randomly selected sample of 200 manufacturing firms in Massachusetts and Missouri began in January. Designed by the Bureau of Labor Statistics, the program is being carried out by OSHA inspectors, who plan to complete the inspections within six months.

OSHA says the goal of the pilot study is to serve as a foundation for a larger, long-term project to assist BLS and OSHA in assessing the accuracy and comprehensiveness of establishments' injury and illness records, and to eventually improve such records. Eight OSHA compliance officers in the two states have received additional training from BLS and will conduct inspections at firms

selected by the bureau, according to Joanne L. Goodell, manager of the project at OSHA. BLS will then evaluate the data and complete its assessment "within several months" after OSHA finishes its work, Goodell says.

Compliance officers will "reconstruct" a log of work-related injuries and illnesses and compare the reconstruction with the employer's log to assess compatibility. Also, employers and employees responsible for recordkeeping will be interviewed to determine their understanding of agency requirements. A separate random sample of other employees, as well as their representatives, will be interviewed to determine if injuries or illnesses were not recorded.



Test Smoke Detectors; They Save Lives

At least once a month, especially during the home heating season, consumers should test their smoke detectors and replace batteries if needed, according to the U.S. Consumer Product Safety Commission. Owner neglect of testing and battery replacement has been a cause of smoke detector failure, often resulting in tragedy.

Every year in the United States, approximately 5,000 people are killed by residential fires. Most fire victims die from inhalation of smoke and toxic gases, not as a result of burns. Most deaths and injuries occur in fires that happen at night while the victims are asleep.

Properly installed and maintained, the home smoke detector is considered one of the best and least expensive means of providing an early warning when a fire begins, before the concen-

tration of smoke reaches a dangerous level, or before the fire becomes too intense. There is no doubt about it—smoke detectors save lives, prevent injuries, and minimize property damage by enabling residents to detect fires early in their development. The risk of dying from fires in homes where detectors are not installed is twice as high as in homes that have functioning detectors.

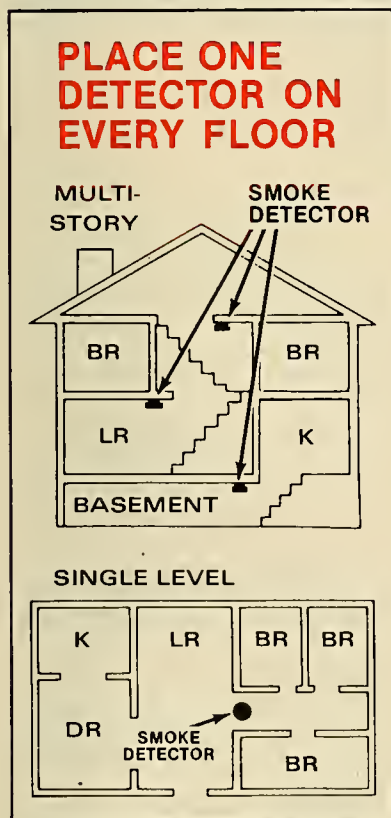
Smoke detectors should be tested monthly to make sure they are operating properly. Test the smoke detector and replace batteries according to the manufacturer's instructions. Fresh batteries should last approximately one year. If your battery-powered detector begins to emit its low-power warning, remove the weak battery and replace it immediately with a fresh one.

If you are bothered by "nuisance" alarms, don't disable your smoke detector—you could be sorry. Consider relocating your detector. Smoke from the kitchen may cause the detector to alarm. Emissions from a space heater or fireplace may set off the detector. You may wish to try a different type of smoke detector.

At least one smoke detector should properly be placed on every floor of the home. The most important location is in the bedroom area.

CPSC also urges that consumers develop and rehearse an escape plan so when the smoke detector sounds, family members will react appropriately.

Smoke detectors don't need much attention, except for regular testing and prompt replacement of weak batteries. But, neglect these few requirements and your detector won't do its job if a fire starts.



Make sure detectors are placed either on the ceiling or 6–12 inches below the ceiling on the wall. Locate smoke detectors away from air vents or registers; high air flow or "dead" spots are to be avoided.



Follow manufacturer's directions for testing the detector.

Foresight: The Favored Firefighter

Is there a fire in your house just waiting to happen? Experts estimate that just in the United States, a house catches fire every minute.

Taking the time to make sure your home isn't going to be the next one isn't an idle precaution. According to the American Red Cross, "Fires, burns, and other emergencies produced by fire are the third leading cause of accidental death . . . Some four out of five deaths due to fire occur in the home."

Faulty electrical equipment and wiring have sparked many a fire. Consider a blown fuse or a tripped circuit breaker a warning of possible trouble. If the wiring in your home is old, have it checked by a professional. Also, extension cords that go under rugs or around door jams may gradually have the insulation worn away, leaving hot wires dangerously exposed.

Flammable liquids present a host of dangers. Fumes from gasoline, oil, paint thinner and other flammable fluids are often ex-

tremely combustible and can travel considerable distances. It is best to use and store flammable fluids outside. Keep them in the type of sturdy containers which are made especially for such storage. Rags that have been used with flammables have been known to ignite spontaneously. Dispose of such items in tightly sealed containers.

Everyone knows you're not supposed to smoke in bed, yet both smokers and their families continue to die horribly when a cigarette accidentally starts a bed on fire. Don't think this warning is just for some stupid guy down the street. If you smoke, it's for you.

Some other potential fire hazards include piles of old rubbish or newspapers, barbecues, aerosol sprays, stoves, hot water heaters, fireplaces, household heating systems, and even hobby equipment and materials. When you use any of these things, keep in mind their potential dangers. Take precautions to keep your family firesafe.



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NICE TRY

An 81-year-old woman who prided herself on not looking her age visited a drugstore on a hot summer day, and commented to the clerk, "Going to be 97 today."

The clerk reached across the counter, shook her hand and replied, "Happy birthday."

SUPPORT 'TURNAROUND'

LAZY LOAD

A building contractor hired three fellows to carry material to the third floor. Two of the fellows set off, each carrying two 2x4s. The third, following behind, carried only one 2x4.

The foreman watched this, came over to the third fellow, and asked "How come these two each carry two 2x4s and you carry only one?"

"Ho!" said the fellow. "They're just too lazy to walk up there twice!"

—Jack Weitzman
Local 721
Los Angeles, Calif.

CONDOLENCES

One fine summer day a big sedan sporting Texas plates pulled up in front of a fine ol' Maine farm a way back from nowhere.

"Glad to meet you," said the Texan, spotting the owner sidling towards him. "Nice place you got here. How many acres is it?"

"Bout two hundred," came the crisp reply.

"Where I come from that's a pid-dlin' size," remarked the Texan. "Why, I can drive for most of the morning before I even get to the corner of my ranch."

"Ayeh," the Down Easter commiserated, "I had a car like that once but I got rid of it."

—Maurice Howes
Local 260
Berkshire Co., Mass.

ADOPT A LUMBER COMPANY



VITAL STATISTICS

The new copilot called the tower for landing instructions. "Give us your height and position," said the tower. "I'm 5'10" and I'm sitting in the right seat."

BE AN ACTIVE MEMBER

SEA SMARTS

What did one fish say to the other fish?

Shut your mouth and you won't get caught.

THIS MONTH'S LIMERICK

There once was a cowboy named Pat
By mistake, on a cactus he sat,

No help could he find
He's in quite a bind,
He's still pulling pricklers out yet!

—Gerry Noorman
Local 1615
Grand Rapids, Mich.



MEAN OL' WOMAN!

The foreman told the psychiatrist: "Doc, we gotta do something for my wife. She's completely immature!"

"That's too bad," replied the headshrinker. "How does this condition manifest itself?"

"Sometimes she gets violent, doc. Just last night I was taking a bath and she stormed in and sank every damn one of my boats!"

USE UNION SERVICES

HOOKED

A family sat down to dinner with a guest at the table. The young son said, "Mother, isn't this roast beef?"

"Yes, what of it?"

"Well, Daddy said he was bringing a big fish home tonight."

ATTEND LOCAL MEETINGS

WHOSE CASE?

"Say," said the stranger, "I need help. Do you have a criminal lawyer in this town?"

Native: "Well, we're pretty sure we have, but we can't prove it."

—Maurice Howes
Local 260
Berkshire Co., Mass.

BOYCOTT L-P PRODUCTS

ON ACCOUNT

A pretty little girl of seven entered a store in a small town and said:

"I want some cloth to make my dolly a dress."

The merchant selected a remnant and handed the child the package.

"How much is it?" she asked.

"Just one kiss," was the reply.

"All right," said the child, as she turned to go. "Grandma said to tell you she would pay you when she came in tomorrow."

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retiree Directs Harmonica Club



Retiree Don Delin and the Wynmoor Village Harmonica Club are music to the ears of various charitable organizations in the Boca Raton, Fla., area. The 52-member club, formed by Delin, a retired carpenter from Local 608, New York, N.Y., meets twice a week to play under their director and makes bimonthly visits to a home for children with cerebral palsy.

Orchestrating this sort of activity is what keeps the 76-year-old young at heart. Delin has been playing the harmonica for over 50 years, including a time with the original troupe of Borrah Minevitch's Harmonica Rascals in the 1920s.

Since retiring from carpentry and moving to Florida nine years ago, Delin has continued to charm friends, family, and other audiences with his tunes. He's been featured on the cover of *Harmonica World International*, was recently featured on the program of the Boca Raton Symphonic Pops, and the Wynmoor Village Club has an active agenda of performances.

Retirees form New Ohio Club

Another new retirees club has signed on the UBC bandwagon recently. This one, Club No. 66, is in the Portsmouth, Ohio, area and boasts 27 charter-signing members. Their president is Harry R. James, P.O. Box 456, Portsmouth, Ohio 45662.

New Jersey Club 55 Holds Annual Party



Retirees Club 55 of Local 31, Trenton, N.J., gathered for a group picture before their annual Christmas party at the union hall. Not all of the club's 42 members were able to attend the festivities, but a fine time was enjoyed by those who did.

Club 14's Good Times in Detroit



The membership of Retirees Club 14, Detroit, Mich., enjoyed the food, drink, and company at their annual holiday party. The get-together included a gift exchange as well. All retired tradesmen affiliated with the Detroit Carpenters District Council are welcomed to come and join the festivities at one of the club's meetings.

Club 40 Installs New Officers

At a regular meeting earlier this year, the members of Retirees Club 40, Chicago Heights, Ill., installed their new officers. William Cook, executive vice president of the Chicago and Northeast District Council of Carpenters, acted as the installing officer for Roy Farmer, president; Kay Bekeza, vice president; Adele Shampine, secretary; James Adams, treasurer; Robert Sweeten, trustee; Frank Shampine, trustee; and Steve Franczek, trustee.

Following the installation ceremony, the retirees and their guests Tom Hasse, Local 272, Chicago Heights, Ill., business representative, and Dennis Farmer, Local 272 financial secretary, enjoyed a delicious pot luck luncheon.

Club 57 Charter



At a recent gathering of Local 845, Drexel Hall, Pa., Retirees Club 57 was presented its charter. Pictured above, from left, are Edward Kammerer, club president; John Vandergast, vice president; Michael Kessler, recording secretary; Frank Smith, local president; and Larry Dunn, local treasurer.

New Officers For California Club

New officers installed for UBC Retirees Club 3, Visalia, Calif., from left, are Orvil Buckmaster, president; James Ward, vice president; Carroll Brokow, financial secretary; Open Buckmaster, recording secretary; Woodrow Zackery,



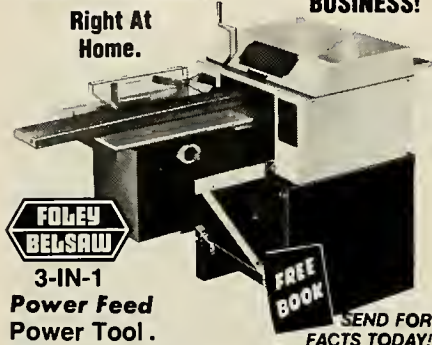
warden; and Trustees Buster Parker, Arlie Crase, and Glenard Bruce; with special guest Charles E. Nichols, general treasurer emeritus. The club prides itself on being very active in civil affairs and promoting unions in the community.

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Retirees' Needs to be Studied By 15 Unions, Including UBC

The United Brotherhood has joined 14 other international unions in a landmark study of older workers in the North American labor movement and their special needs upon retirement.

The study is being coordinated by a new organization, the National Institute for Work and Learning, and the project is assisted by an advisory group composed of key officials of the participating unions, the AFL-CIO, and the National Council of Senior Citizens. Funding is being provided by each of the 15 unions, the AFL-CIO, the Villers Foundation, the U.S. Department of Labor, and the American Income Life Insurance Co.

The goal of the project is to provide information on union retirees and retirement and pre-retirement programs to help organized labor: assist retirees and workers who will soon retire to plan their lives after retirement; provide programs and services to enable retirees to lead more enjoyable and productive lives; and develop linkages among retirees, unions, and community organizations.

The project has two major components. The first is a national survey of a sample of about 15,000 retirees from the 15 participating unions to determine their characteristics, needs, interests, and activities. Information will be collected on the demographic, social, economic, and health characteristics of

retirees; their participation in retiree clubs and activities; the extent of their use of union and community services; their need for additional services; and their attitudes on retirement and other issues.

The second component is an examination of current union retirement and pre-retirement programs and services through a survey of a sample of the affiliates of the 15 participating unions. NIWL will collect information on the retirement programs offered by the locals, including: program goals and objectives; materials, services, and activities; numbers of participants; and linkages to other community resources for retirees. Case studies of five communities will be conducted to obtain more detailed knowledge about the operation of retirement programs and services, to identify common elements and innovative approaches in retirement programs, and to be able to make recommendations for improving existing programs.

The project findings will be relevant to the needs of a wide variety of concerned groups, including the AFL-CIO, national and international unions, local union affiliates, the National Council of Senior Citizens, providers of retirement and pre-retirement programs and services, policy-makers, retiree groups, and program developers.

Participating unions include: Amalgamated Clothing and Textile Workers Union; American Federation of State, County and Municipal Employees; Bakery, Confectionery and Tobacco Workers International Union; Communications Workers of America; International Association of Machinists; International Brotherhood of Electrical Workers; International Longshoremen's Association; International Union of Bricklayers and Allied Craftmen; International Union of Electronic, Electrical, Technical, Salaried, and Machine Workers; International Union of Operating Engineers; Service Employees International Union; United Automobile Workers; United Brotherhood of Carpenters and Joiners of America; United Food and Commercial Workers International Union; and the United Steelworkers of America.

The 20-month project began Oct. 2, 1986. For further information, contact Ivan Charner, Project Director, National Institute for Work and Learning, 1200 18th Street, Suite 316, Washington, DC 20036, (202) 887-6800.

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See Page 13 For Information



Ode to the Hole in the Road



The smoothly paved road touched our lane.
Oaks and maples stood in the sun and rain
And watched over the road under the Hoosier
sky.

The cars and trucks passed safely by.

Where did it come from? We really don't
know.

A tiny crack in the road that wasn't there so
long ago.

Then came the first winter with it's freezing
snow.

When spring cleared the road, there was the
hole.

No need to worry, they would fix it right away.
But the weeks went by and the hole grew
each day.

We called for repairs and heard the man say,
"We'll be out tomorrow. Why—Maybe yet
today."

The hole became deep and wide.
It breached the road from side to side.
Shrieking brakes and crashes all night long
Sent bumpers and hub caps to litter our lawn.

It had filled with water when the next spring
rolled around.

It began to grow by metes and bounds.
"No money for repairs," the highway man
said.

A new sign appeared, "Danger—Rough
Pavement Ahead."

One morning I couldn't see the other shore.
I didn't think it could grow anymore.
That was the year the first boat sailed by,
Where had my road gone? I wanted to cry.

A man from the Capital rowed ashore and
said with a frown,
Pointing to the hub caps and wrecks there in
a mound.

"Look my friend, here is the truth of it,
You can't have a salvage yard without a
permit."

We cleaned up the mess and had it shipped
away.

I called for repairs again that day.
"You're at the top of the list," I heard him say,
"We'll be out tomorrow. Why—maybe yet
today."

The fourth and fifth summers were much the
same.

The lake now covered most of the lawn and
the lane.

Campers and fishermen would knock at the
door,
And ask to use our bathroom or phone once
more.

I built a pier where our mailbox once stood,
And bought a ferry boat made of wood.
If I couldn't get the road fixed, then I'd make
a buck.

I went into business hauling cars and trucks.

My ferry boat business came to a halt.
The state man said I was at fault.

I had no Captain's license nor ferry permit,
The OSHA man said my boat was not fit.

The ducks and geese paused in their
southern flight.

They came by hundreds at dusk and stayed
all night.

A new sign appeared and I was quite wary,
When I read our lawn was a bird sanctuary.

I miss our road, I surely do.

I'll stay right here and see it through.

Why the highway man told me just the other
day,
"We'll be out tomorrow sure; Maybe—yet
today."

My wife ran away the other night,
With a sailor on a sailboat, that sailed out of
sight.

The kids are staying at my mother's home.
The dog and I are still here, all alone.

I don't leave the house at night anymore.
There are strange things out there just off the
shore.

They scream and fight and thrash around out
there.

They're big and dark and covered with hair.

I'll not give up, for I have a plan.

I'll get the road fixed and get back the land.
I'll secede from the Union, declare myself a
nation.

Then its war and a fight for the duration.

That is my plan and that is what I'll do.

I'll dig a fox hole and see it through.
I'm going to lose the war, I'm afraid,
But I'll fix the hole with reconstruction aid.

—R.H. Williams, author of this poem, is a member
of Local 1016, Muncie, Ind.

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Bellingham, Wash.—Picture No. 1

BELLINGHAM, WASH.

Local 756 recently held two "get-togethers" to honor longtime members of the Brotherhood.

Picture No. 1 shows H.E. "Bud" Haggen, honored at a dinner and dance commemorating his retirement from a trustee's position with the local. Haggen has served as an officer with the local since July 1948. With Haggen, left, is Emil Olsen, honored for 66 years of membership in the Brotherhood.



Picture No. 2 shows Maynard Johnson, left, honored for 50-years of membership in the UBC.



Hinsdale, Ill.—Picture No. 1

HINSDALE, ILL.

At Millwright Local 1693's annual pin presentation, members with 25 and 50 years of membership in the UBC received pins.

Picture No. 1 shows 25-year members, front row, from left: Ernest Musilek; Thomas Rush Jr.; W. Bud Hice, business manager; William Cook, Chicago and Northeast Illinois District Council executive vice president; William Dunlop; James Blake; Kenneth Hegyi; Dick Blyton.

Picture No. 2 shows 50-year member Michael Sedwick receiving a plaque from Earl Oliver, president and business representative of Local 1693.



Hinsdale, Ill.—Picture No. 2



Augusta, Ga.—Picture No. 1



Augusta, Ga.—Picture No. 2



Augusta, Ga.—Picture No. 3



Augusta, Ga.—Picture No. 4

AUGUSTA, GA.

Local 283 recently awarded pins to members with 20 to 45 years of service to the organization.

Picture No. 1 shows 20-year members, from left: Tom Overstreet and Willard Watson.

Picture No. 2 shows 35-year members, from left: Rufus Culbreath, Henry O'Neal, Vernon Rachels, and Ira Hendrix.

Picture No. 3 shows 40-year members, from left: W.C. Fox, Ernest C. Mundy, and J. Harold Dye.

Picture No. 4 shows 45-year members, seated, from left: W.A. McAlhany and Woodrow W. Toole.

Back row, from left: W.L. Stevens, G.L. Matthews, and Ralph L. Waters Sr.

Receiving pins but not pictured were **20-year member** Donald Parker; **25-year member** Manis T. Davis; **35-year members** Harold E. Craig, Calvin Chance, Henry Deese, Dennis Funderburk, Ansel Hand, John W. Logue, John T. Mathis, J.C. Milburn, Larry Q. Posey, Carl D. Rabun, John O. Sheppard, Raymond Snipes, W.T. Taylor, and W.G. Wellmaker; **40-year members** Johnnie H. Freeland, Grover Hammond, R.H. Partridge, Marion L. Reid, and Durward Wright; and **45-year members** Edward Bruggeman, L.T. Daniels Jr., Albert Denard, J.B. Kendrick, Arlington Milford, J.R. Smith, and W.L. Templeton.

FORT LAUDERDALE, FLA.

Local 123 recently awarded service pins to those with many years of dedicated service to the United Brotherhood.

Picture No. 1 shows 60-year member Oscar Lernbit.



Picture No. 1

Picture No. 2 shows 50-year members, front row, from left: Steward Clemenger, Carl Durso, Sture Gustavson, Ernest Weaver, Clarence Whitehead, and Peter Nordin.

Back row, from left: Business Representative Carl Mayes, Representative Walter Darnell, and Business Representative Eugene Perodeau.

Picture No. 3 shows 45-year members, front row, from left: Clarence Allen, Joseph Castiglione, Ludwig Ploski, Eugene Radcliffe, Edgar Sirois, and Reese Strother.

Back row, from left: Business Representative Mayes, Representative Darnell, and Business Representative Perodeau.

Picture No. 4 shows 40-year members, front row, from left: Carlton Bush, Howard Coulter, Joseph Dolvin, John Evers, Roy Fetzer, and Rudolph Fuller.

Back row, from left: Harold G. Ramey, R.D. Griffin, B.R. Russell, Roy M. Helton, Arthur E. Higbie, Emil J. Serio, Raymond Janicki, Francis Spinnenweber, Harold F. McCartha, Daniel W. McCall, and Willy Pruetz.

Picture No. 5 shows 35-year members, front row, from left: Clifford Adams, Horace Brown, Robert Allen, Vincent Bryan, William Buckley, and Oliver Cochran.

Middle row, from left: Harry Devlin, Donald Feagan, Matthew Gassner, Stewart Hensley, John Horne, A.H. Leatherwood Jr., and Evert Miller.

Back row, from left: Arnold Moss, Robert Wolff, Arthur Rode, Edward Waitinas, Bernard Roy, Marion Walden, William Racavich, and

Charles Strain.

Picture No. 6 shows 30-year members, front row, from left: John Bales, Astor Borge, Jasper Brown, Robert Bryan, William DeBarry, and Warren Byard.

Middle row, from left: Fred Haberstich, Leslie J. Harrington, George Howes, Paul Luge, Buck Lyons, and George Matis.

Back row, from left: Angelo J. Piciullo, James Price, Ray Stokes, Harrold Stranahan, Luther Symonette, and William Orton.

Picture No. 7 shows 25-year members, front row, from left: John Iannella, Frank Kotula, James McLean, Walter Toloczko, Edward Richardson, and Jose Timoteo.

Middle row, from left: Business Representative Mayes, Representative Darnell, James Short, Donald Frantello, Bruce Etheredge, Ken Maierhofer, Cyril Pinder, Eddie West, and Business Representative Perodeau.

Back row, from left: Goldie Simmons, Carl Augustin, Bobby Carroll, Robert Volk, Rubin Patterson, Willard Rokos, and Carey Norwood.



Fort Lauderdale, Fla.—Picture No. 2



Fort Lauderdale, Fla.—Picture No. 3



Fort Lauderdale, Fla.—Picture No. 4



Elizabeth, N.J.—Picture No. 1



Fort Lauderdale, Fla.—Picture No. 5



Elizabeth, N.J.—Picture No. 2



Fort Lauderdale, Fla.—Picture No. 6

ELIZABETH, N.J.

At Local 715's annual service pin awards night, members with 25, 35, and 40 years of continuous service were awarded pins.

Picture No. 1 shows 40-year members, from left: James Sarama, Jim Bridgman, Ralph Karvetsky Sr., Ole Skjoldal, Lou Strohmeyer, George Danko, and Robert Stephens, in rear, with Frank Chirichello in front.

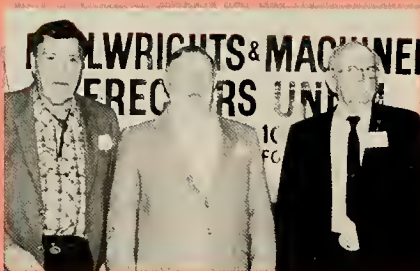
Picture No. 2 shows, from left: John A. Williams, business representative; Louis Rotunno, 25 years; Bradley Burns, 25 years; Henry Hill, 25 years; Henry Mesgleski, 35 years; Pete Caravano, 35 years; Kenneth Thum, 35 years; George Pagano, 35 years; and John Vella, president.



Fort Lauderdale, Fla.—Picture No. 7



Oakland, Calif.—Picture No. 1



Oakland, Calif.—Picture No. 2



Oakland, Calif.—Picture No. 3



Oakland, Calif.—Picture No. 4



Oakland, Calif.—Picture No. 5



Oakland, Calif.—Picture No. 6

OAKLAND, CALIF.

Millwrights Local 102 recently held a luncheon and pin presentation to honor members with 25 to 45 years of service. Included were two charter members, Luther Shockey and Ed Hedlund, who received combination portable radio/TV and cassette recorders in special recognition. Approximately 225 members and spouses were in attendance.

Picture No. 1 shows charter members Ed Hedlund, left, and Luther Shockey.

Picture No. 2 shows 45-year members, from left: Ed Hedlund, Sam Beavers, and Luther Shockey.

Picture No. 3 shows 40-year members, front row, from left: Arthur Yandell, Cecil Dell, Art Talburt, Bill Rickard, and Manuel Gomes.

Middle row, from left: William Hill, John Presler, Gen Hollibaugh, Charles Nelsson, and John Miller.

Back row, from left: Ray Sprague, Wilbur Hiebe, Leland Wolford, Paul Woofter, Ken Parker, Jim Clarke, and Al Walhood.

Picture No. 4 shows 35-year members, front row, from left: Elmer Wiesenborn, Ray Stevens, Norman Scott, Joe Allen, and John Napier.

Middle row, from left: Jesse Silyer, and Lloyd Luras.

Back row, from left: Harold Toms, Charles Florness, Dewey House, Chalmers Raymer, Merle Wray, Verne Hearold, and Bruce Brown.

Picture No. 5 shows 30-year members, front row, from left: Paul Phillips, Norman Kleckner, Orville Zierman, Charles Sossamon, Bob Brown, and Jim Area.

Middle row, from left: William Bilia and Paul Arnerich.

Back row, from left: Fred Rockwell, Marvin Gallego, George Hill, Ora Graham, Mario Cavallero, and Bill Evans.

Picture No. 6 shows 25-year members, front row, from left: Wesley Meek, Don Thompson, Andrew Smith, Oswald Drews, Herman Kuster, and Jerry Harelson.

Middle row, from left: John Liptrot, Mark Knox, Arthur Leaf, Al Priebe, Pal Littleton, and Howard Douglas.

Back row, from left: Rudy Jovanovich, Roy Station Jr., George Gremich, Bill Cole, Audie Carroll, Bill Hunziker, Jim Meek, and Bob Saric.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.



San Francisco, Calif.—Picture No. 1



San Francisco, Calif.—Picture No. 2

TAMPA, FLA.

Millwrights and Machinery Erectors Local 1000 recently awarded pins to members with 20 to 45 years of service to the Brotherhood.

Pictured, front row, from left: T.M. Loomis, 20 years; C.C. Peterson, 20 years; J.H. Dale, 20 years; A.A. Alfonso, 35 years; W. Atkins, 40 years; R.E. Watson, 20 years; B.L. Grubaugh, 40 years; and M.T. Martin, 45 years.

Back row, from left: R.W. Young, 20 years; E.C. Mannschreck, 30 years; B. Johnson, 25 years; H.E. Parker, 25 years; E. Killebrew, 25 years; and S.E. Hart, 40 years.



San Francisco, Calif.—Picture No. 3



Tampa, Fla.



San Francisco, Calif.—Picture No. 4



San Francisco, Calif.—Picture No. 5



San Francisco, Calif.—Picture No. 6

SAN FRANCISCO, CALIF.

Local 483 recently awarded pins to members with 25 to 50 years of service to the Brotherhood.

Picture No. 1 shows 25-year members, front row, from left: Donald Murphy, Michael Bem, Pier Sciaroni, and Lloyd Paff.

Middle row, from left: Bill Wise and Thomas

Bazley.

Back row, from left: Melvin Portue and Tim Regan.

Picture No. 2 shows 30-year members, front row, from left: Arthur Gerstenkorn and Wilfred Cormier.

Back row, from left: Clement Fretty, Bosko Bosnic, Fred Braitto, and Patrick Murphy.

Picture No. 3 shows 35-year members.

front row, from left: James J. Veitch, Peter Amoroso, and Russ Pool.

Middle row, from left: William Perry and Joseph Razon.

Back row, from left: Joseph Yrigoyen, William Behnken, Anthony Riddell, Charles Cipponeri, and Rufus Arrington.

Picture No. 4 shows 40-year members, front row, from left: Rufus Brinkley, Angel Garcia, Otto Voge, Adolph Acker, and Clyde Wortman.

Second row, from left: Cecil Beaton, Charles Banford, Lawrence Stoeckle, Charles Greene, Ivory Horde, Ross Marshall, Carl Peterson, and Archie Fabbri.

Third row, from left: Cliff Christensen and John Symkowick.

Back row, from left: Marshall Ellis, Russell Gearhart, James Bretz, Harry McDonald, Lewis Wells, and Edgar Reite.

Picture No. 5 shows 45-year members, front row, from left: William Amoroso, Albert Ruefli, and Patrick Lee.

Back row: Alexander Gyofri.

Picture No. 6 shows 50-year members, front row, from left: Elmer Rettig, Steve Silvestrini, Fred Sunquist, Kenneth Fives, Henry Derner, and George Koeff.

Back row, from left: Thomas Hurst, Charles Anderson, Louis Foss, Al Figone, and Al Pardini.



Harrisburg, Pa.—Picture No. 1



Harrisburg, Pa.—Picture No. 2



Parkersburg, Va.—Picture No. 1



Parkersburg, Va.—Picture No. 2

PARKERSBURG, VA.

An awards luncheon was recently sponsored by Local 184 to honor senior members. Pins and certificates were issued to 13 25-year members and 2 50-year members. Members with 35, 40, 45, and over 51 years of continuous service were also honored.

Picture No. 1 shows honored members, front row, from left: L.R. Jeffries, Severn D. Loder, Maurice Lyman, and Stanley Jensen.

Back row, from left: Donald R. Keathley, Morris L. Severson, Gale Westerman, Jack Westerman, and Joseph E. Atkinson.

Picture No. 2 shows honored members, front row, from left: John Harper, Evan V. Long, Laver Allen, and Wesley H. Leshner.

Back row, from left: Arthur Thompson, Edsel Nelson, P.M. Pilati, James E. Willden Jr., and Lewis M. Hepner.

Picture No. 3 shows honored members, front row, from left: Merrill Leetham, Adolph Case, Rudolph I. Christiansen, and Jasper Graff.



Parkersburg, Va.—Picture No. 3

Back row, from left: William E. Chaplin Jr., Andrew Tucker, Everett Robertson, and Raymond A. Gilley.

Picture No. 4 shows honored members, front row, from left: Carl F. Lange, Jay W. Dunham, S.L. DiBella, and Ronald C. Fors.

Back row, from left: E. Louis Heath, Pat M. Eyre, Otto Pinnau, and Dee Slagowski.

HARRISBURG, PA.

At the annual Christmas meeting of Local 287, pins were presented to members having 25–50 years of continuous UBC service. Robert H. Getz, past president, and Robert Losiewicz, current president, presented the pins.

Picture No. 1 shows, front row, from left: Jay R. Stouffer, 40 years; Eugene Freet, 45 years; Peter Begani, 45 years; Miles Briner, 40 years; Herbert Lenker, 45 years; Donald Requist, 45 years; J. Lester Wirt, 45 years; and Leo Hackenberger, 45 years.

Middle row, from left: Thomas Freet, 45 years; Howard Noss, 40 years; Verling Brightbill, 40 years; Sylvan Anderson, 40 years; Lester Lautsbaugh, 45 years; Rudolph Kammler, 40 years; William Swearingen, 40 years; Gervis Sponseller, 40 years; John E. Nell, 40 years; Leo Gipe, 45 years; and Elmer Potteiger, 40 years.

Back row, from left: Clayton Buckwalter, 45 years; Robert D. Zimmerman, 40 years; Richard V. Sponseller, 40 years; Leighton P. Zenge, 50 years; John P. Evitts, 45 years; Roy E. Noss, 40 years; Louis K. Shaffer, 40 years; Richard R. Krick, 40 years; and Joseph Via, 40 years.

Picture No. 2 shows, front row, from left: Harold Black, 34 years; Robert M. Stevens, 25 years; Edgar Beitzel, 45 years; Charles B. Baker, 45 years; Paul Watkins, 35 years; Robert Hanula, 35 years; and Loy S. Findley, 30 years.

Middle row, from left: Walter A. Miller, 25 years; Harry B. Stickler, 35 years; Paul Black, 35 years; John Luzik, 35 years; Paul G. Staver, 35 years; Donald Dieffenderfer, 30 years; Paul T. Lehmer, 35 years; William C. Fickel, 25 years, and Norman Trump, 25 years.

Back row, from left: Ray Oberlin, 25 years; Donald Hosler, 25 years; Robert G. Lukens, 30 years; Eugene H. Snyder, 25 years; Oscar M. Eppler, 35 years; James M. Troutman, 35 years; Kenneth Getz, 30 years; and Paul C. Klinger, 35 years.

Picture No. 3 shows the highlight of the evening: the presentation of a 50-year pin to Leighton Zenge, who came all the way from Canton, Mo., to receive his pin.



Picture No. 3



Parkersburg, Va.—Picture No. 4



Jefferson City, Mo.—Picture No. 1



Jefferson City, Mo.—Picture No. 2



Jefferson City, Mo.—Picture No. 3



Jefferson City, Mo.—Picture No. 7

JEFFERSON CITY, MO.

Members of Local 945 recently celebrated the local's 85th anniversary with a dinner and a presentation of service pins.

Picture No. 1 shows 20-year members, front row, from left: Richard Kroll, Lawrence Weider, Gerald Belmar, Dennis Zimmerman, and Tony Jurgensmeyer.

Back row, from left: Frank A. Puckett, Francis Frank, Leander Berendzen, Hubert Bisges, Ronald Sapp, William Shaefer, and James Verslues.

Picture No. 2 shows 25-year members, front row, from left: Robert Kliethermes and Maurice Schulte.

Back row, from left: Carl Trinklein, Joe Lepper, Hugo Kremer, Robert Wade, and J.D. Scrivner.

Picture No. 3 shows 30-year members, from left: Bernard Schwartz, Milo Burris Sr., Leroy Rand, and Henry Balcer.

Picture No. 4 shows 35-year members, front row, from left: Rudolph Buscher, Tom Harmon, Eugene Thompson, and Buel Vincent.

Back row, from left: Wilburn Linhardt, Vernon Dalstein, Clarence Lueckenotte, Jay Prost, and James R. Vann.



Picture No. 5

Picture No. 5 shows 40-year member Lee Mason.

Picture No. 6 shows 45-year members, from left: Clyde Conrad, Ed Mertens, Ed Frank, Elmo Bret, Francis Lindhart, Ernest Linhardt, Earl Long, and Frank Schmidt.

Picture No. 7 shows, from left: 50-year members Henry Luebbert and Clarence Schubert.

Receiving pins but not pictured were: **20-year members** Homer Barnhart, David Bax, Jake Berendzen, Virgil Borgmeyer, William R. Braun, Milo Burris Jr., Stanley Cassmeyer, Glen Eads, Murl French, Palmer Goldammer, Don Henson, Al Hentges, Norbert Kolb, Dan Linhardt, Bennie Morland, Basil Murray, William Popplewell, Dennis Schulte, Donald Schulte, David VanLoo, Harold Wilbers, and William Wilbers; **25-year members** John Albin, Ray Gilliam, Ed Knaebel, Ray Koenigsfeld, Charles Pearre, Robert Schnieders, Cletus Schulte, and Henry Steinman; **30-year members** Bill Buster, Ed Engelbrecht, Richard Fercho, Virgil Moreau, Stanley Rackers, Clarence Schepers, and Emmett Walter; **35-year members** Charles Higgins, James Meller, Preston Nicholas, David Richter Jr., Truman Seitz, Ted Weider, and Richard Woods; **40-year members** George Ferguson Jr., Paul Gallatin, Robert McDow, and Ed Schepker; **45-year member** Ed Criger; **50-year members** H.C. Coil, Louis Hinderer, and Herbert Linhardt; and **55-year member** Louis Burbach.



Jefferson City, Mo.—Picture No. 4



Jefferson City, Mo.—Picture No. 6



Visalia, Calif.

VISALIA, CALIF.

At Local 1109's Christmas dinner, members with 30, 35, and 40 years of service to the Brotherhood received pins, presented by Charles E. Nichols, general treasurer emeritus.

Pictured, front row, from left: Clyde Weaver, 40 years; Lester McMahan, 40 years; Glenard Bruce, 30 years; Buster Parker, 35 years; Carroll Brokow, 40 years; Woodrow Zackery, 40 years; and Charles E. Nichols, 40 years.

Back row, from left: James Ward, 30 years; Ervin Ward, 35 years; Carl Andrews, 40 years; John Redman, 40 years; and Kenneth Glentzer, 40 years.

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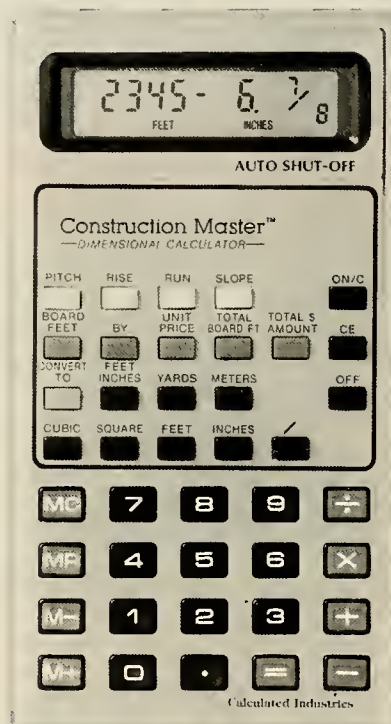
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in memoriam

The following list of 577 deceased members and spouses represents a total of \$1,026,594.83 death claims paid in January 1987; (s) following name in listing indicates spouse of members.

Local Union, City

- 1 Chicago, IL—Irrving R. Alm.
- 2 Cincinnati, OH—Charles Louis Beverly, John N. Dhanau.
- 3 Wheeling, WV—Raymond Robinson.
- 7 Minneapolis, MN—Arvid Hanno.
- 8 Philadelphia, PA—Howard L. Grove.
- 10 Chicago, IL—Gunnar Mortenson.
- 11 Cleveland, OH—Frieda Gvozdek (s), Louise Gliozzo (s).
- 13 Chicago, IL—Frank Polloway.
- 15 Hackensack, NJ—Robert Goeglein.
- 16 Springfield, IL—Louis Henry Marcy, William W. Trueblood.
- 17 Bronx, NY—Nathan Sacks.
- 20 New York, NY—Herbert Carlson, Hugo Forsell.
- 22 San Francisco, CA—Robert Jensen.
- 25 Los Angeles, CA—Helen J. Davenport (s), John A. Daley.
- 33 Boston, MA—John F. Cavanaugh, John J. Joy, Mario Cuozzo.
- 34 Oakland, CA—Charles C. Cameron, Icyle R. Jones (s), Reuben E. Phelan, William Peoples Sr.
- 40 Boston, MA—Catherine M. Beaudoin (s), Charles G. Wood, Joseph R. Mastrangelo, Karl Pettersson.
- 47 St. Louis, MO—Robert A. Ruyle.
- 49 Lowell, MA—Elmer L. Talbot.
- 50 Knoxville, TN—Hubert V. Simpson, Wyatt Atwood.
- 54 Chicago, IL—Edwin T. Inda.
- 58 Chicago, IL—Carl Johanson, William Huss.
- 60 Indianapolis, IN—Lloyd C. Millikan.
- 61 Kansas City, MO—Clifford F. Hardesty, Roy L. Hodgen, William P. Burke.
- 62 Chicago, IL—Jeff Bryant, William H. Davidson.
- 65 Perth Amboy, NJ—Frank Dragan, Marian H. Dragan (s), Michael Semarsky, Patrick White.
- 67 Boston, MA—Margaret C. Pegurri (s).
- 74 Chattanooga, TN—Pleas E. Ladd.
- 76 Hazleton, PA—Dominic R. DeStefano.
- 80 Chicago, IL—Anton A. Carlson, William F. Ponshe.
- 81 Erie, PA—Lawrence E. Hicks.
- 88 Anaconda, MT—Harold L. Mayers.
- 90 Evansville, IN—James Leonard Dietz.
- 94 Providence, RI—Walter Dinges.
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Baggage System

Continued from Page 7

trolled baggage handling system began in February 1985 and was completed in June 1986, providing in excess of 120,000 hours of employment for the Chicago Millwrights.

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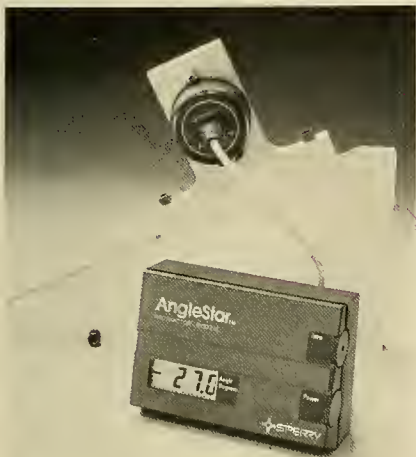
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The AngleStar remote readout electronic protractor system features a newly-patented sensor device to provide instant digital measurements of angle, level, and tilt. The new instrument eliminates the tedious set-up time or guesswork associated with conventional precision levels, inclinometers, angle blocks, and side bars.

The patented capacitance-based sensor has no moving parts and features an outstanding resolution of 0.1° over a wide range of $\pm 45^\circ$. The 14 oz. system features a $2\frac{1}{2}$ digit LCD angle readout in degrees and comes complete with 12 feet of cable. With additional cable the sensor can be located up to 200 feet from the readout unit. The system contains low power CMOS electronics and is powered by standard 9-volt battery (not included) which will energize the system in excess of 1000 hours. A minus sign appearing on the readout LCD indicates a counter clockwise angle. Operational temperature range of the system is from 0°C to $+55^\circ\text{C}$. Cross-axis sensitivity up to $\pm 45^\circ$ has negligible effect on the unit. The rugged

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all-metal sensor housing measures only $2\frac{1}{2}$ " in diameter by $1\frac{1}{16}$ " high. The readout measures $2" \times 5" \times 3\frac{1}{2}"$ high.

The AngleStar Protractor System, Model MTOOLS-0247101 is available at \$159.50 postpaid from Metrifact, 55 South Denton Avenue, New Hyde Park, NY 11040.

A second electronic level available from this manufacturer is the AngleStar digital level, featuring a hold button which freezes the LCD display on any given reading. To quickly find an angle different from any given horizontal surface, place the unit on the



Digital Level

surface and press the alternate reference button. This will automatically reset the clinometer to 00.0 Then turn the unit toward the desired angle. Stop turning when the LCD readout displays the correct angle.

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Many social problems remain to be solved. We are our brothers' keepers.

When we talk about "the good old days," the term has a different meaning for each of us.

For some who came off of farms it means drawing rusty water from a well, milking cows before sunup, stumbling through deep snow on cold winter nights to creaky outhouses.

For younger members of the Brotherhood, it might mean trying to turn a 1950s Studebaker into a souped-up automobile and not being able to find the parts, trying to keep enough grease in your hair to look stylish, maybe standing around a street corner with your buddies and discussing the draft and whether or not you should drop out of school to get a job.

In my case, what some people would call "the good old days" meant growing up on the streets of New York, and that wasn't exactly the good old days either. Lower Manhattan at that time had its flophouses, its saloons, its cheap cafes, much worse than they are today. Skid row was the Bowery, and the depression of the 1930s added many human derelicts to the sidewalks and streets of the city. Garbage piled up at the curb, and the smells of the city changed from good to bad in a single city block.

How you feel about "the good old days" is determined, to a great extent, by what your own "good old days" were like. To use a term which has become popular today, you have to know where you're coming from.

If life was hard in your youth, you might have mixed feelings when you see a human being dressed in rags and sleeping on a park bench or on a heat grate in the inner city. Once that human being would have been called a bum; today he or she would be called a street person. On the one hand, you might say to yourself that he or she should have

been around when it was really tough and forget about it. On the other hand, you might say to yourself, I hope that poor soul doesn't have to endure what I went through or what my parents or grandparents went through.

There are growing numbers of street people in our cities today, waiting for volunteer agencies to bring them food and provide shelter. We don't have the hobo jungles of the good old days; we have helpless people curled up in abandoned tenements. We have mentally-ill people and drug or alcohol victims either begging from passersby or talking to themselves and cursing the skies.

It's a tragic situation, one which none of us likes to see. But, tragic as it is, it's not yet so bad as it was back in the 1930s. In fact, in many ways it's completely different. Today, we have extremely rich individuals—multi-millionaires and their multibillionaire corporations—on the same streets which serve as home for thousands of destitute people. In a nationwide depression no one really escapes the economic downturn, and the financial tycoons suffer, too.

The 1980s have been marked by this sharp contrast between the rich and poor. We have young people trying to scrape together enough money to make a down payment on a house, and senior citizens being evicted by greedy landlords, while our more fortunate citizens are laying out money to lobbyists to keep from having to pay taxes on second homes, vacation homes, yachts, and penthouses.

It's a sad commentary on our times. I wonder what the Carpenter of Nazareth, who spoke well of the widow's mite, would have thought of television evangelists who dress and live like millionaires, build Holy Land settings like Disneyland, and promise financial success to their followers if they'll send in donations of \$100, \$500, \$1,000.

Have we lost sight of the basic tenets of our society? Do we do unto others as we would have them do unto us? Are we our brothers' keepers?

Perhaps I'm delivering a sermon, but my point is this: The so-called safety nets with which our governments protect the interests of the needy—meshed together over a half century of state, provincial, and federal legislation—are becoming frayed by abuse, and there are gaping loopholes which must be repaired.

- Unemployment insurance has run out in many states.

- The current minimum wage does not allow a family to rise above the poverty level.
- The cost of hospital and medical care has risen so much that supplemental Medicare and Medicaid benefits and catastrophic insurance are needed.
- Something must be done to provide institutional care for those mentally-ill people released to the tragic life of the streets.
- Those suffering from drug and alcohol abuses and the terrifying certainties of AIDS must find hope of recovery.

We can't solve these and other safety-net problems overnight, particularly when conservative governments place more emphasis on defense expenditures than on public welfare. But we can make a serious start, and we can start in 1987.

Labor unions such as ours have always concerned themselves with what are called "bread and butter" issues—putting bread on the table, keeping loved ones housed and fed. It will always be so. American and Canadian labor's record of wartime service and disaster service is unsurpassed, so we can't be accused of being fence-sitting doves. We are as aware of our national defense needs as any segment of our society. But surely it is time to balance the scales.

It was Herman Goering who once said, "Guns will make us powerful. Butter will only make us fat."

Nazi Propaganda Minister Joseph Goebbels echoed this belief when he said, "We can do without butter, but, despite all our love of peace, not without arms. One cannot shoot with butter but with guns."

You can consider what this philosophy got for these twin sons of evil.

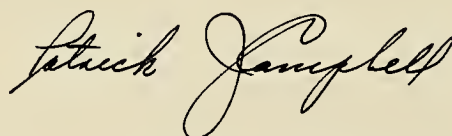
It seems to me that the voters of the United States made it quite clear last November that they have waited long enough for something to be done about the nation's domestic problems . . . about the low and middle-income poor, about job losses, about dangerous speculations in the stock market, about plant closings, about the flood of aliens needing social services, about the sad state of public education, and about the continuing problems of taxation.

A few weeks ago, I sat down with other members of the AFL-CIO Executive Council to deliberate some of these issues. We had reports and resolutions on health care, nursing home care, Social Security, and much more.

We found ourselves to be unanimous in determining that all such matters require the immediate attention of our members and our public officials—those who represent us in the Congress and the Parliament.

I know of no better time than now to write or visit your Members of Congress and Senators and tell them where you stand on the issues I've mentioned. This is a new Congress—the 100th Congress in our two centuries as a nation—and it has many new faces. It has people who campaigned on promises which must be fulfilled. Our retiree clubs and our auxiliaries are writing letters. I urge you to join their letter-writing campaign. It only takes a sheet of paper, an envelope, and a 22¢ stamp.

More than that, it takes that patriotic humane spirit which says to your friends and neighbors that the good old days are behind us. Better days are ahead, if we work at it.



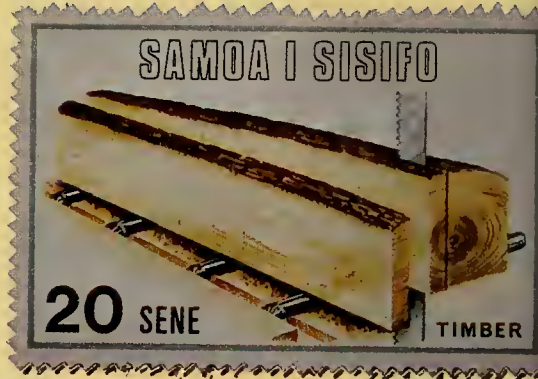
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May 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



WE the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America. . . .

—Prologue to the U.S. Constitution, 1787

CONGRESS shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.

—First Amendment to the Constitution, 1791



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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Two hundred years ago, this month, 55 delegates from 12 states—Rhode Island sent none—assembled at the Pennsylvania State House (now Independence Hall) in Philadelphia to revise the Articles of Confederation of the new United States. From May 25, 1787, until September 17, that same year, they labored over their task, arguing, discussing, writing, convening, arguing some more, until they had created an entirely new document—the Constitution of the United States of America.

George Washington, the new nation's first president, presided at the convention. As the painting on our cover shows, he was surrounded by some of the best brains of the time—Benjamin Franklin, George Mason, Robert Morris, James Madison, Alexander Hamilton, and others.

With the addition of the first 10 amendments to the Constitution in 1791—the Bill of Rights—the United States had as its basic code of laws one of the most enduring, democratic documents of all time.

Perhaps the most important of the amendments to the Constitution is the First Amendment, also reproduced on our front cover, which guarantees free speech and assembly, as depicted by the artist Norman Rockwell in the lower painting.

Though the U.S. Constitution has endured many assaults in the courts of the land, it remains the bedrock upon which American workers have created the world's foremost free and democratic labor movement.

The painting of "Washington Addressing the Constitutional Convention" by Junius Brutus Stearns is courtesy of the Virginia Museum of Fine Arts. The "Freedom of Speech" painting by Rockwell is courtesy of the Saturday Evening Post Society.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do hereby constitute this Constitution for the United States of America.

Constitution shall make no law respecting an establishment of religion, or prohibiting the freedom of speech, or of the press, or the right of the people peacefully to assemble, and in particular the amendments are a reference to the amendments.



The U.S. Constitution as Guardian of Free Labor

It didn't start out that way, but, 200 years later, the U.S. Constitution has become truly the voice of "we the people."

On a hot and humid day in May 1787, 55 men from 12 of the former colonies of England assembled in the Pennsylvania State House in Philadelphia to make changes in the Articles of Confederation, the constitution they had drawn up for the new nation six years before.

They were the landed gentry—property owners, men of higher learning, lawyers, gentlemen farmers, some former officers in the Revolutionary Army. None of them were workers or mechanics. Benjamin Franklin, once a printer's apprentice, was then a diplomat and statesman.

"Workingmen had been neither directly or indirectly represented at the Constitutional Convention, and little consideration was given in its deliberations to either their rights or those of the common people generally," wrote Foster Rhea Dulles in his scholarly history, *Labor in America*.

Yet the men who sat down in the same room where some of them had declared their independence 12 years before were able to draft an entirely new constitution for the nation which, with 26 amendments enacted over two centuries, is today generally recognized as the foremost expression of democracy and freedom ever devised in a single document. It was the first of many. Two-thirds of

the world's constitutions have been adopted since 1970. In fact, only 15 were adopted before World War II.

The U.S. Constitution has become over the years not only the blueprint for the nation's federal system of government and the document of last resort for America's judicial system, but it is today, in most instances, a guardian of organized labor in a free society. Labor must often plead for its constitutional rights before the Supreme Court, but it knows that its voice will be heard.

Labor's rights under the Constitution have come only after two centuries of struggle—mass demonstrations, lobbying before the Congress and appeals to countless courts.

First, workers had to acquire the basic right of every adult citizen to vote. Initially, only those male citizens who were property owners or paid taxes could vote. Today, because of amendments to the Constitution, the right to vote belongs not only to adult white males, but to women, blacks and other minorities and citizens 18 years of age.

The Founding Fathers would be astonished to learn that more than 150 million people are now eligible to vote.

Now after five amendments extending voting rights and privileges, election day in the United States measures up to the

way Alexander Hamilton and James Madison theorized things should be, writing in the *Federalist Paper* in the early 1800s.

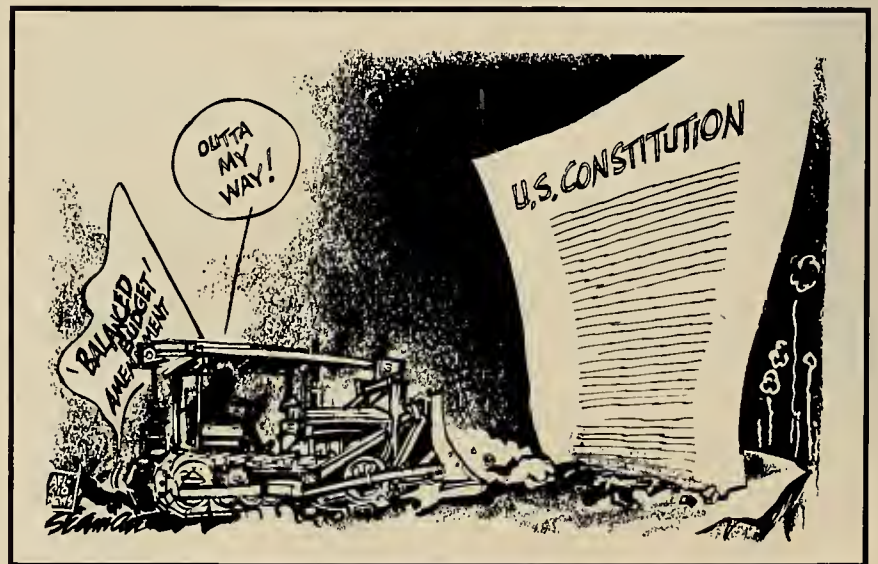
"Who are the electors of the federal representatives?" they asked. "Not the rich, more than the poor; not the learned, more than the ignorant; not the haughty heirs of distinguished names, more than the humble sons of obscure and unpropitious fortune. The electors are to be the great body of the people of the United States."

It was organized labor that carried voting a step further. It fought long and successfully for a secret ballot. In his book, *Seventy Years of Life and Labor*, the American Federation of Labor's early president, Samuel Gompers, described the situation before citizens were able to vote in secret:

"In New York City and Brooklyn and in many other cities of the country, the only way by which men could find employment on the street railways was through the endorsement of the alderman or the other ward politicians. These held their places at the will or the whim not only of the company but of the ward politicians who, of course, controlled the votes of workmen so employed. This practice was supplemented by the influence of the saloonkeeper over the work-

The U.S. Constitution has not been fixed in concrete during its 200 years of service to the republic. It has been amended 26 times. The first 10 amendments are the Bill of Rights, which form the very heart of the document. After that came amendments which established the Electoral College, abolished slavery, protected civil rights, repealed prohibition, gave voting rights to women, limited the Presidency to two terms and gave 18-year-olds the right to vote.

In recent years, there have been efforts to ratify a proposed Constitutional amendment granting equal rights for women, the ERA; to grant statehood to the District of Columbia and to require that the Federal budget be balanced. The first two have failed in attempts to get them approved by the states. The last—requiring a balanced budget—has not made it through the Congress. Labor's opposition to that proposal is illustrated by a Seaman cartoon in the AFL-CIO News, last December.





Source: Miracle At Philadelphia Bicentennial Exhibition; Research: Anna Coxo Toogood; Art: Bob Terrio

The Constitutional Convention was held in the Pennsylvania State House, just a block from Carpenters Hall, where the First Continental Congress had convened during the Revolution. The owner of Philadelphia's City Tavern invited President George Washington to stay at his establishment, but the President chose Mary House's Boarding House at Fifth and Market Streets instead. Some delegates did stay at the City Tavern. George Mason lodged at the Indian Queen, where rates were lower. Most of the buildings that the delegates saw during that memorable summer in Philadelphia are now gone. Notable exceptions are the State House, now Independence Hall; Carpenters Hall and several churches. City Tavern was demolished in 1854, but the National Park Service reconstructed it in 1975.

men, particularly workmen who were employed in and around the streetcar service and the river fronts. It was due to these conditions that organized labor initiated a movement to bring about secret voting, then known as the 'Australian Ballot.' "

Achieving the vote was only one hurdle in achieving full equality under the law. Workers had to gain the right to form unions and bargain collectively. Though the American Revolution was fought by many members of guilds (the word at that time for early unions)—men like Paul Revere, Benjamin Franklin, and our own forebears, the Ship Caulkers of Boston who held a "tea party" aboard a British ship in Boston harbor—it was more than a century after the Constitution was adopted before working men and women were able to gain an inter-

pretation of the Constitution by the Supreme Court which stated that they were freely able to unite into labor unions and bargain for their betterment.

In 1827, labor history had been made when unions banded together in the Mechanics' Union of Trade Associations. This was the first effort of unions of different callings to join together in what was virtually a "union of unions". This development was a forerunner of our central bodies of today. The Association grew out of a carpenters' strike in which the workmen were demanding a 10-hour day. The carpenters had obtained support from other building tradesmen—bricklayers, painters, glaziers, etc. Although the strike failed, the experience led to the formation of a more permanent organization.

In the ensuing years, unions formed,

and many employers and employer associations tried to suppress them. There was a time when a worker had to sign "a yellow dog contract" with his employer in which he promised not to join or support a union. It was the U.S. Constitution and its instrument of justice, the U.S. Supreme Court, which eventually outlawed this practice.

America's founding fathers wisely wrote the Constitution in broad terms so that it would not have narrow interpretations. Many unions have been saved from injustice because the Constitution states that they and/or their members must not be deprived of "the due process of law."

Union members finally began to come into their own during the Depression of the 1930s and the administration of President Franklin D. Roosevelt and the New Deal.

The anti-labor injunction, one of management's earliest weapons against unions, has plagued working people for decades. Enactment of a relief law, offering some protection against the vicious impact of the injunctive legal device, was a goal of the labor movement for many years.

Some efforts to prepare corrective legislation got bogged down in technicalities and maneuvers. The American Federation of Labor stepped up its efforts in the 1920s and early 1930s to champion legislation with particular emphasis on outlawing the "yellow dog" contract.

Victory finally came in 1932 under the sponsorship by two of liberalism's great figures: Senator George W. Norris, Progressive Republican from Nebraska and Representative Fiorello LaGuardia, Republican of New York City. Topheavy margins marked passage: 75-5 in the Senate and 363-13 in the House. President Herbert Hoover signed the Norris-LaGuardia Act March 23, 1932. The AFL Executive Council said the legislation represented the "outstanding legal accomplishment of the American Federation of Labor. It marks a great step forward, reflecting as it does the culmination of years of effort to secure the enactment of injunction relief legislation."

The power of Federal courts was sharply curtailed; striking and payment of strike benefits were exempted; yellow dog contracts were made unenforceable and careful procedures were established for use of the injunction by the Federal judiciary. The Norris-LaGuardia Act is unanimously regarded as one of the great labor landmarks of our time.

Passage of the National Industrial Recovery Act June 16, 1933 was one of the most spectacular efforts made by the New Deal to fight the Great Depression. Under this Act codes of fair competition were drawn up by representatives of industries under the NRA, the National Recovery Administration. Maximum hours and minimum wages were fixed; child labor and sweatshop labor were outlawed; and the Blue Eagle was the symbol of code compliance.

A great wave of unionization developed and in the great industrial cities parades were held honoring the Blue Eagle and pledging enforcement of the NRA codes. Seldom had the country seen such an atmosphere of enthusiasm and public demonstration in peacetime.

Section 7-A of the National Industrial Recovery Act protected

labor's right to unionize and bargain collectively. The great impetus to unionization resulted in growth of the American Federation of Labor from 2,000,000 in 1932 to more than 3,000,000 by 1935. Freedom from restraint, interference or coercion by employers was guaranteed.

The Blue Eagle was shot dead by a decision of the United States Supreme Court May 27, 1935 holding the NIRA unconstitutional and soon thereafter came the Wagner Act. But the steps taken under NIRA and especially under Section 7-A will always remain landmarks of labor during a difficult period of economic depression.

On July 5, 1935 President Franklin D. Roosevelt signed into law a bill establishing a National Labor Relations Board. The statute known popularly as the "Wagner Act" broke new legal ground in the area of labor relations.

Under the new law the right of workers to organize and bargain collectively was upheld and employer interference was expressly forbidden. Company-dominated unions were outlawed and the law was designed to advance bona fide unionism. A National Labor Relations Board of three members was established.

The Wagner Act has been called "Labor's Magna Carta" and is most certainly one of the great landmarks of labor of our time.

President Franklin D. Roosevelt on July 5, 1935 had signed the bill enacting into law protections for unions, but the Act had met stiff resistance from employers who were reluctant to give up company unions or to make concessions to bona fide labor organizations. The new law, as upheld by the court, declared to be within the province of Congress, under the commerce clause of the Constitution, the power to regulate labor relations in interstate commerce.

Charles Evans Hughes, Chief Justice of the United States, on April 12, 1937, read a momentous opinion marking a 5-4 decision of the Supreme Court upholding the constitutionality of the National Labor Relations Act.

Another Constitutional milestone for labor was the Fair Labor Standards Act, known also as the wage and hour law, which established through the Federal Government "a floor under wages" and "a ceiling over hours". Effective Oct. 24, 1938, the law set a 25-cents per hour level, to be raised in seven years to 40 cents. Today the law has placed the wage at \$3.35 per hour, and labor is pushing for a boost to \$3.85 in 1988.

On Aug. 14, 1935 the U.S. Congress passed the Social Security Act, one of the controversial legislative proposals of the New Deal. It was soon under attack in the courts.

An Alabama corporation, the Charles C. Steward Machine Co., sought to recover \$46.14 from the Collector of Internal Revenue that it had paid in Social Security taxes. While several arguments were made in court, the basic question involving a matter of constitutional law rested on this: is the tax imposed under the Social Security Act an unconstitutional invasion of the state's rights? Numerous arguments were advanced in an effort to upset the law, but basically the question was the age-old one of federal versus state's rights.

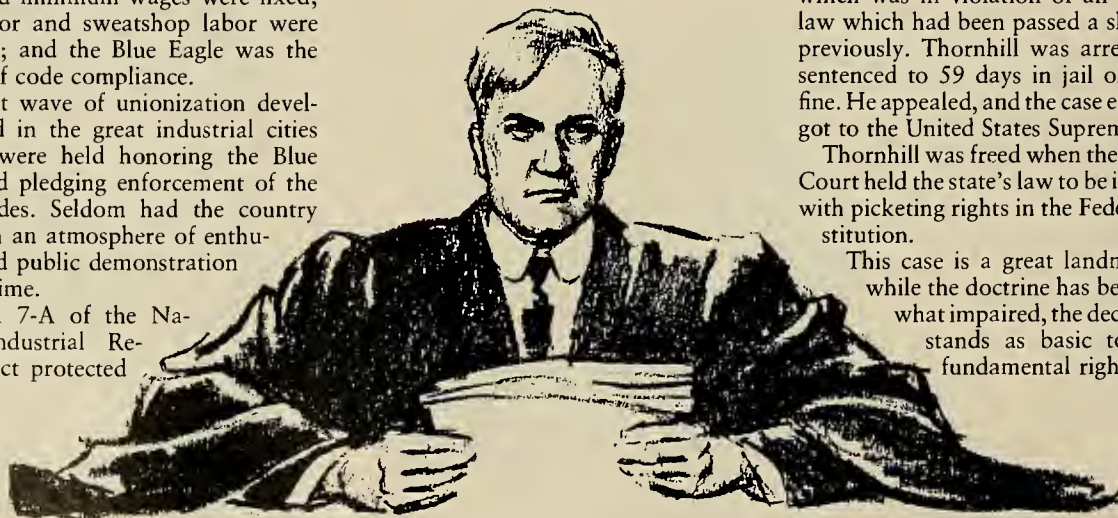
Four justices vigorously dissented, but their views were overridden and the constitutional question was resolved in favor of upholding the law.

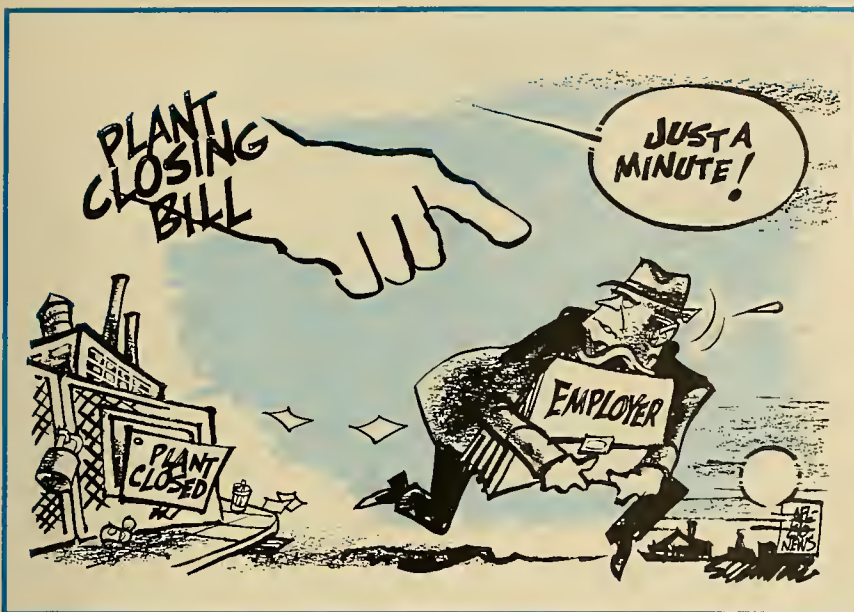
Another legal landmark in the protection of labor's rights is the U.S. Supreme Court decision in the case of *Thornhill v. Alabama*, a case decided in April 1940.

Byron Thornhill, a member of the American Federation of Labor, was arrested for peacefully picketing, an act which was in violation of an Alabama law which had been passed a short time previously. Thornhill was arrested and sentenced to 59 days in jail or a \$100 fine. He appealed, and the case eventually got to the United States Supreme Court.

Thornhill was freed when the Supreme Court held the state's law to be in conflict with picketing rights in the Federal Constitution.

This case is a great landmark and while the doctrine has been somewhat impaired, the decision still stands as basic to labor's fundamental rights. **UBC**





Plant Shutdown Bill Demands Action

For the past 15 years, legislation to require employers to share the burden of plant closings along with the wounded workers and communities has languished in Congress even as the problem has spread throughout the nation and to many types of industries.

In a move to lessen business opposition and boost its chance of passage, a watered-down plant closing bill was offered by House Democrats in 1985. Gone from that bill were earlier proposals for severance payments, transfer rights, continuation of health and life insurance, and compensation to communities for tax losses. The previous proposal for a full year of advance notification and consultation with workers to seek alternatives was pared down to 90 days.

Unlike the earlier legislation, that modest bill was able to move out of committee to the floor of the House, where it was defeated in a 208-203 vote in November 1985.

As families and communities continued to be devastated by shutdowns and mass layoffs, Labor Secretary William Brock appointed a task force of government, labor, business, and academic leaders to study the problem and make recommendations. This January, the task force proposed a wide-ranging program to assist dislocated workers in returning to the workforce.

Its proposals formed the basis of the pending Economic Dislocation and Worker Adjustment Assistance bill.

Continued on Page 6

Where We Stand

Whereas, the United Brotherhood of Carpenters and Joiners of America promotes policies that encourage the development, innovation and continued growth of business and industry, both large and small, which with organized labor has made this nation an economic leader; therefore be it

Resolved, that all levels of government (1) support legislation to alleviate the problems workers suddenly face when plants close down or relocate, when companies change ownership through merger, acquisition or divestiture, or when they reorganize in bankruptcy court; that such legislation amend existing sections of the tax code to remove the economic incentive existing for successor owners and management to exploit the bankruptcy courts and discard employees and unions; that such legislation require provision for sufficient prior notice to workers and municipalities and provide training for displaced workers and funds for the affected communities; and (2) require companies having a union contract to furnish all financial records to a federal court for determination of the validity of their Chapter 11 Declaration; and be it further

Resolved, that the 35th General Convention of the United Brotherhood of Carpenters and Joiners of America goes on record to develop and support this resolution.

Action on Plant Bill Urged by Labor Leaders, City Mayors

Top union leaders representing workers in a variety of industries threatened by shutdowns told a House panel that a plant closing advance notice and dislocated worker assistance bill is long overdue.

Food and Commercial Workers President William Wynn, Auto Workers President Owen Bieber, and AFL-CIO Industrial Union Department President Howard Samuel were joined by Yonkers, N.Y., Mayor Angelo Martinelli in urging swift action on H.R. 1122, the Economic Dislocation and Worker Adjustment Assistance bill.

But business representatives maintained their stiff opposition to the bill's advance notification requirement at the March 17 joint hearing by the House Labor-Management Relations Subcommittee and the Employment Opportunities Subcommittee.

Rep. William Clay (D-Mo.), chairman of the Labor-Management Relations panel, noted that the first plant closing legislation was introduced some 15 years ago. "At last a consensus is emerging that recognizes the very real plight of dislocated workers. It is now understood that dislocation adversely affects all regions of the country and causes hardship for workers in every occupation and income bracket," Clay said dealing with the problem is vital to the nation's economic competitiveness.

Clay noted that H.R. 1122 is largely based on the recommendations of a task force appointed by Labor Secretary William Brock. The 21-member task force of government, labor, business, and academic leaders issued its report in January. While agreeing that early notice of plant closings was vital to cushion the effects on workers and communities, the task force could not reach a consensus on mandatory notification by employers.

UFCW President Wynn said H.R. 1122 would help remedy the shortcomings of the current displaced worker assistance program, Title III of the Job Training Partnership Act, which he said included underfunding, inadequate implementation by many states, and the lack of "critical income support" during training.

"What this bill does, for the first time, is to establish a structure at the federal and state levels to assure that adequately-funded programs are delivered effectively and promptly to the workers who can most benefit from them," Wynn told the panel. He said the program would "halt the economic drain of wasted skills and discarded workers. It is a recycling of America's human resources."

The Plant Shutdown Bill, H.R. 1122, is vital to your future welfare. Write your representative today and tell him or her that you expect support. Address your letter to Congressman or Congresswoman So-and-So, U.S. House of Representatives, Washington, DC 20515.

Plant Bill

Continued from Page 5

Democratic leaders of both houses have given the labor-backed bill high priority and have promised floor action this spring.

The bill's requirement of advance notice of shutdowns or mass layoffs, from 90 to 180 days depending on the number of workers affected, and consultation with worker representatives, remains the sticking point. The Brock task force, whose business members opposed it, could not reach a consensus here although it agreed that "experience has shown that the earliest notification possible leads to more effective delivery of public and private services to dislocated workers."

At recent House and Senate subcommittee hearings, business officials dredged up their old arguments: worker morale and productivity might suffer; suppliers might get nervous about extending credit; businesses are too different for a single rule; litigation against employers might result; a decision to close a plant is a last resort that can't be reversed. They said advance notice usually is a good idea, but that it should be strictly voluntary.

Yet during the course of the hearings, each of these arguments was stripped of its merit by subcommittee members who cited studies of shutdowns and by labor representatives with extensive experience in dealing with the problem. They offered evidence that the bill's provisions for nearly \$1 billion a year for counseling, relocation, education, re-training, and other assistance to dis-

placed workers would be much more effective with advance notice.

Thomas Fricano of the United Auto Workers told a House panel how the Trico Products Corp. gave more than a year's notice that it would close two of its three wiper blade plants in Buffalo, N.Y., and build a plant on the Texas/Mexico border. "The union seized upon that advance notice to try to find ways either to reverse or lessen the impact of the decision," Fricano said.

New York Gov. Mario Cuomo offered the services of the state's office of economic development. A Cornell University professor conducted an eight-month study of the plants' production methods. New methods were suggested by the workers and adopted by the company. The plants were saved.

Rep. Matthew Martinez (D-Calif.) put

his finger on the basic reason for the stiff resistance of American business to advance notice and consultation. "They don't want government or anyone else interfering with their corporate decisions. They don't give a damn about the people involved and the trauma they cause," Martinez said at a hearing.

The Catholic Bishops' recent Pastoral Letter on the U.S. Economy addressed the issue. "At a minimum, workers have a right to be informed in advance when such decisions are under consideration, a right to negotiate with management about possible alternatives, and a right to fair compensation and assistance with retraining and relocation should these be necessary."

It's past time for the U.S. to join the world's other industrial democracies in ensuring these rights. **USC**



Canadian Workers Already Receive Advance Notice of Plant Closings

As the debate over whether to require employers to give workers advance notice of layoffs or plant closings continues in the U.S. Congress, lawmakers are turning for some guidance to Canada, where both provincial and federal laws require some form of advance notice as part of a comprehensive program to aid dislocated workers.

For some U.S. lawmakers, an advance notice consensus is the cornerstone on which dislocated worker legislation should be built.

In the Senate, all Democratic members of the Labor and Human Resources Committee favor an advance notice requirement, we are told. Some Republican members are "interested."

On the House side, most, if not all, Democratic members of the Education and Labor Committee favor including an advance provision in a dislocated worker bill, a committee staffer says. Among Republicans on the committee, he notes, at least Rep. Jeffords (R-Vt.) is not opposed to an advance notice provision.

Federal law in Canada has two types of advance notice of termination provisions, one for layoff of individuals, the other for the termination of groups. The provinces have one or the other or both. The federal provisions apply to all federal workers as well as employees in regulated industries such as transportation and banking and finance. The

provincial regulations apply to both public and private sector workers in the provinces. Workers in certain industries such as construction and agriculture are not covered.

Under federal advance notice provisions covering individuals, employers must give two weeks' notice of termination to employees who have worked at least three months. Under federal group termination law, employers of 50 or more workers must give at least 16 weeks' advance notice.

It appears that the advance notice controversy in the United States—where only two states have such laws on the books—has a long way to go before being settled.

Labor asks the Presidential contenders for their views

By **CALVIN G. ZON**
PAI Staff Writer

The 15 declared or likely presidential candidates have been asked by the AFL-CIO to address four issues which organized labor considers to be "of critical importance to America's working people."

The presidential hopefuls were asked to respond in writing to questions concerning trade, the federal deficit, the role of government in meeting human needs, and the role of unions in the political process. In addition, the candidates will be asked to respond on videotape to a question about presidential leadership.

The purpose is to provide members of AFL-CIO-affiliated unions "with information helpful to them in making their own choices in the primaries and in the November 1988 general election," AFL-CIO President Lane Kirkland said in a March 13 letter to seven Democratic and eight Republican hopefuls.

The queries also represented the start of a process to involve the rank-and-file in a possible AFL-CIO endorsement of a presidential candidate at the federation's convention this October, Kirkland's letter explained. "Once union members and their families have read the written responses and viewed the videotapes, they will be better able to exercise their judgments and inform their leadership of their preferences," he wrote.

The responses will be released by the federation in a special publication in early May and distributed to affiliated unions, state federations, and local central bodies for use in their publications, Kirkland said. He said "a video question concerning your views on the unique leadership role of the presidency" will be released at the same time for showing in union halls and at labor meetings across the country.

The Democrats who were queried were former Arizona Gov. Bruce Babbitt, Senator Joseph Biden of Delaware, Senator Dale Bumpers of Arkansas, Massachusetts Gov. Michael Dukakis, Rep. Richard Gephardt of Missouri, former Colorado Senator Gary Hart, and Jesse Jackson, head of Operation PUSH.

The Republicans were Vice President George Bush, Senator Robert Dole of Kansas, former Delaware Gov. Pierre S. du Pont IV, former Secretary of State Alexander Haig, Rep. Jack Kemp of New York, former Nevada Senator Paul Laxalt, television evangelist Pat Robertson, and former Illinois Congressman Donald Rumsfeld.

At a March 16 press conference at AFL-CIO headquarters, federation Secretary-Treasurer Thomas R. Donahue said the list of 15 declared and potential candidates includes all the "serious" ones who haven't ruled out a candidacy in 1988.

"We want to give our members a chance to read the candidates' own words and to watch the candidates as they articulate their own bid for leadership of the country," Donahue said. As to whether labor will endorse a candidate, "The answer is that at this point, we don't know. That's up to the members of our affiliated unions," he said.

In response to a reporter's question, Donahue said the candidates' answers to a particular question should not be regarded as "a litmus test" for labor's endorsement. "We're not saying that any single issue is a litmus test issue," he said, adding, "The general attitude of candidates" should be weighed.

UBC Protests Navy Officers' Actions

The United Brotherhood has formally protested to U.S. congressmen and senators who represent states with naval facilities that the Navy and its assigned service officers are interfering in labor-management relations at some West Coast shipyards.

Wayne Pierce, general treasurer and director of legislation, sent the following letter to 12 key congressmen and four senators, including members of the armed services committees:

"It has come to our attention that the U.S. Navy and its West Coast assigned officers are interfering in collective bargaining matters between Naval contractors and their unions. It seems the Navy wants to undermine traditional craft structures and lower the wage scales in West Coast shipyards.

"This concerns us for any number of reasons. As you know, the labor movement has always stood for a strong national defense. We believe that this calls for quality in military material. Weakening craft structures may produce some short-term cost savings, but could result in disaster in time of national emergency, when skilled and highly-trained labor is essential to meet quotas and timetables.

"It also concerns us that the Navy would be attempting to undermine existing wage structures. The UBC feels that unions freely negotiating with employers must not have their efforts undermined by the federal government. This would establish an extremely frightening precedent.

"I urge you to join in calling for an investigation into these matters. . . ."

The Four Questions Asked of the Contenders

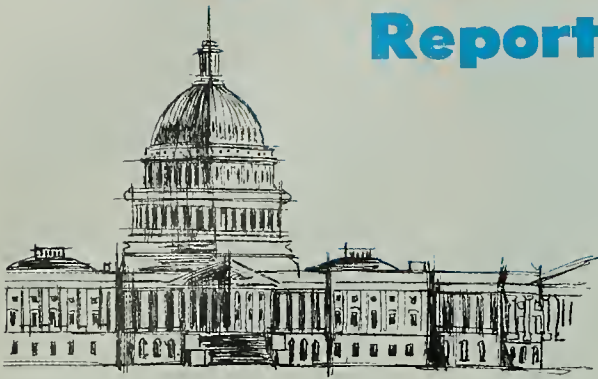
FOREIGN TRADE—How would you propose to reduce America's trade deficit and encourage the fair exchange of goods with other nations, while maintaining and improving our standard of living?

BUDGET DEFICIT—How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out raising federal revenues, including tax increases, as a component of deficit reduction?

HUMAN NEEDS—What role do you see for governments—federal, state, and local—in such areas as education, employment, training, health care, housing, equal opportunity, the environment, and programs for the elderly? At your first Cabinet meeting, what instructions would you give to the heads of departments with responsibilities in these areas?

THE POLITICAL PROCESS—Unions, like many other membership organizations, have historically played an active role in the political process by assisting their members in registering, by communicating with their members on the issues, and by endorsing candidates whose positions further the best interest of their membership. What are your views of organized labor's proper role in the political process?

Washington Report



SCHOOL ASBESTOS REMOVAL

A congressional resolution which orders the Environmental Protection Agency to distribute \$47.5 million for school asbestos removal has been signed by President Reagan.

The Administration early this year had urged Congress not to spend the money to help remove and contain cancer-causing asbestos in schools attended by an estimated 50,000 children. In early March, however, Congress passed the joint resolution requiring the EPA to make available the funds for loans and grants to schools in time for the work to be completed during the summer vacation.

RECORD HOME PURCHASE RATE

The lowest interest rates in nearly a decade prompted Americans to buy existing homes at a record pace late last year, but rising prices may put a damper on things, a trade association said.

While sales soared to an annual rate of 4.37 million units during the fourth-quarter period last year, the median home price climbed 6.5% from the fourth quarter of 1985, according to the National Association of Realtors.

The organization predicted a median price increase of an additional 4% this year, which seems to have been borne out by the Commerce Department figures in for January: the median home price exceeded \$100,000 for the first time on record. New home sales fell 6.8% in January.

But interest rates are expected to wind up in 1987 about where they were at the end of 1986, and that would sustain sales at a strong level.

WORK STOPPAGES UP IN 1986

Major work stoppages increased in 1986 after declining steadily for the previous six years, the Labor Department reported.

Strikes and lockouts rose in 1986 as measured by the number of stoppages involving more than 1,000 workers, the total number of idled workers, and the number of lost work days.

Major work stoppages had declined from 235 in 1979 to a record low of 54 in 1985. But the number jumped back up to 69 in 1986 as 533,000 workers either walked out or were locked out of their jobs, compared to 324,000 in 1985. Nearly 11.9 million work days were lost to strikes and lockouts last year, a 68% increase over 1985.

TO AUTOMATE UI SYSTEMS

Assistant U.S. Secretary of Labor Roger D. Semerad has announced the allocation of \$20 million to 23 states to assist them in automating their unemployment insurance systems and procedures.

"These awards reflect our investment and interest in helping state agencies meet UI automation needs," Semerad said. "We encourage automation because it improves states' capacity to serve claimants and employers accurately and on time."

The Unemployment Insurance Service, a division of the department's Employment and Training Administration, selected the proposals of those states on the basis of established criteria.

Proposals were reviewed for urgency, administrative and UI Trust Fund savings, improved system performance, technical merit, and some aspect of state payback of funds to the federal government.

The jurisdictions receiving grants are: Arizona, Arkansas, Colorado, Connecticut, Hawaii, Indiana, Iowa, Kansas, Massachusetts, Minnesota, Missouri, Nevada, New Hampshire, New Jersey, North Carolina, Ohio, Rhode Island, Tennessee, Texas, Vermont, West Virginia, Wisconsin, and Wyoming.

BOARD'S CASELOAD UP

Unions and employers filed 41,639 cases with the National Labor Relations Board in fiscal year 1986, 1.7% more than a year earlier and the first increase since 1983.

NLRB General Counsel Rosemary Collyer noted in her annual summary of operations that unfair labor practice cases increased 3.8%. The number of those cases climbed to 33,780 while the total of representation cases fell 7.5% to 7,228 in 1986.

The agency settled 9,312 unfair labor practice cases in 1986, up from 8,988 settlements a year earlier, while issuing 3,135 complaints—an increase of 3.8%.

Collyer reported that \$27.8 million in back pay was won for workers—a slightly higher amount than in 1984, but 55.4% below last year's record \$62.2 million. The amount of fees, dues, and fines paid to workers increased 300% over the previous year to a record \$1.4 million, the report noted.

ASSISTANCE TO HOMELESS

A bill passed by the House on a 264-121 vote would authorize \$725 million over four years for housing, health, and food assistance to the nation's homeless.

The vote on H.R. 558, which would nearly triple federal spending on homeless programs, was heavily weighted along party lines after Republican amendments to require spending cuts in other areas to pay for the aid and mandatory testing of the homeless for AIDS were voted down.

The bill, which now goes to the Senate, would authorize \$500 million in Fiscal 1987 for shelter and health care for the homeless and \$225 million for food and nutrition programs for the homeless in Fiscal 1988 through 1990.

In addition to increased funds for emergency shelter programs, the bill includes a provision which targets \$20 million for rental and utility assistance vouchers to low-income tenants to help prevent eviction.



Forrest Pool, a representative of the IWA Western States Regional Council III, distributes handbills at U.S. Bancorp Tower.



Another IWA Western States Regional Council III representative, Chuck MacRae, also handed out the flyers.

L-P National Boycott Day on June 20

Preparations for Boycott and Shareholders Meeting Demonstration Have Begun

With next month representing the fourth anniversary of the Louisiana-Pacific strike by 1,500 Brotherhood members, General President Campbell is urging locals and councils throughout the country to take to the L-P boycott lines on Saturday, June 20, in a show of national solidarity. "This union's aggressive campaign against L-P for the past four years has helped protect the livelihoods of thousands of workers in the wood products industry, but the fight's not over," stated Campbell. "It's necessary that this union continue to demonstrate its determination to fight any challenges to our members' livelihoods," continued Campbell.

On June 20, the National Boycott Day, UBC members are being asked to conduct L-P boycott handbilling activity at local lumber retailers carrying L-P products. The AFL-CIO-sanctioned boycott of L-P has been ongoing for nearly three years and it has shown very positive results. Reports from UBC field boycott coordinators indicate that approximately 600 retail lumber dealers have stopped selling L-P products as a result of consumer-directed boycott

handbilling. Recent strong sales by wood products companies, including L-P, make this a particularly important time to redouble boycott efforts.

Instructional material and boycott literature will be sent to each local and council in preparation for the National Boycott Day. The material will outline

the proper procedures for conducting the boycott handbilling, which urges non-patronage of the lumber retailers selling L-P products. The initial step for preparing for handbilling is a thorough survey of the lumber retailers in your area. A quick visit to the retailers will confirm whether or not L-P products are being sold at the location. A letter from the General President will be sent to stores carrying the product prior to the scheduled handbilling to inform retailers of the pending action.

As *Carpenter* goes to press, plans are underway for a major labor demonstration at L-P's annual shareholders' meeting on May 4, in Montgomery, Tex. At each of the company's last three shareholders' meetings, a delegation of L-P strikers has been joined by the local labor community in a demonstration against L-P's labor and anti-community policies. Major issues on which L-P will be challenged include its plant closing actions in Texas where it closed two recently-purchased union mills, its multitude of environmental problems and its anti-community actions in many cities where it maintains operations. **UBC**



This flyer was distributed by UBC members at U.S. Bancorp facilities.



Please... DON'T BUY
LOUISIANA-PACIFIC
WOOD PRODUCTS
UNITED BROTHERHOOD
OF CARPENTERS
AND JOINERS OF AMERICA



More than 80 delegates participated in the conference. In the front row above, from left, are three members of Local 2268, Monticello, Ga.—Henry Long, Charlie Ridley, and Bobby Devereau. At right, Ed Durkin, director of UBC Special Programs, speaks to the group. Beside him is Ray White of SCIW.



optimistic 1987 projections for the wood products industry. In addition, the 15% surcharge imposed on Canadian lumber imports has also caused lumber prices to move upward during this spring building season.

Most major companies have been through restructuring programs which have meant mill closures, sales increases, construction of more high tech mills and upgrading existing facilities. These programs have increased log recoveries and reduced costs for every unit of lumber or board products turned out. This has greatly improved the profit margins for these integrated corporations.

Another noteworthy trend has been underway since the early 1980s. There has been tremendous growth in the volume of panel products manufactured

SCIW, IWA Hold Joint Conference On Coordinated Forest Industry Talks



Representatives of UBC-SCIW and IWA local unions pooled their collective bargaining experiences at the two-day conference in South Carolina.

Representatives from lumber and plywood locals of the United Brotherhood and the International Woodworkers of America met recently in Myrtle Beach, S.C., to consider plans for conducting national coordinated contract negotiations in 1988 and 1989.

The joint conference, held March 26 and 27, drew more than 80 delegates from UBC and International Woodworkers of America locals. They heard a discussion of the goals and methods of the U.S. Forest Products Joint Bargaining Board, which was formed in early 1986 to carry out national bargaining programs. The board is composed of the Western and Southern Industrial Councils of the UBC and the Western and Southern regions of the IWA. All four bargaining board members, in fact, attended the Southern conference and delivered speeches.

In his opening remarks, Ray White,

executive secretary of the UBC's Southern Council of Industrial Workers, said, "We have worked closely with the IWA in the South to produce better contract settlements. Now it is time to tie our strength with the strength of our West Coast counterparts."

"This is the only way our members in the wood products industry will obtain a proper share of the tremendous profits being generated by forest products corporations and it is the only way we will be able to address the wage gap that exists between Southern and Western operations," he added.

The delegates heard a comprehensive report from the UBC Industrial Department concerning current trends in the forest industry. A combination of low mortgage interest rates, strong construction trends for single family homes and continued strength in the repair and remodeling market have led to very

from wood chips or wood fibers. This was made possible by technological breakthroughs concerning the alignment of fibers for strength and the application of improved glues and resins. Output of these products in North America, called waferboard and oriented strand board, has grown from nearly zero in 1980 to 5.1 billion square feet in 1986. With nine more mills under construction, output will grow by another 32% in the next several years. These board products are cheaper than plywood and are replacing plywood in many uses. They now account for 13% of the total panel market in the United States. There is no question that this percentage will grow in the years ahead.

Year-end profit reports for 1986 already reflect these trends. For example, net profits for seven major forest products corporations rose by 40% from 1985 levels. Further improvement is forecast for 1987.

As one speaker noted, "The national coordinating program put together by the Joint Bargaining Board is well timed. It comes when the companies in the industry are showing great prosperity."

The delegates also received information concerning the national and international operations of the major firms that gives them the ability to reach all of the regional U.S. markets and foreign markets and do so with a wide assortment of wood and paper products. These same corporations wield additional economic power because most control production from timberlands to the retail



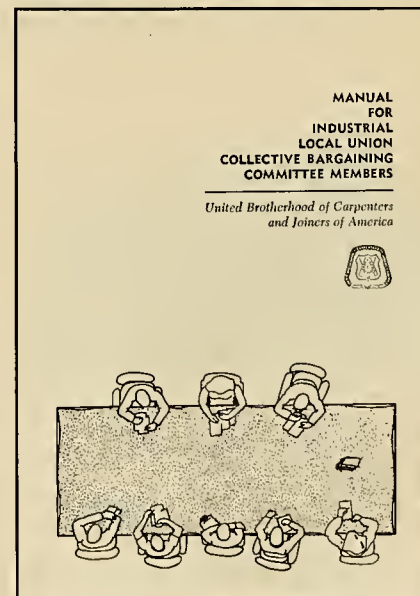
Jim Bledsoe, left, executive secretary of the Northwest Council, makes a point, as leaders of three international unions huddle. From left, clockwise, are Bill Hubbell, president, IWA Western Region; Mike Fishman, assistant to the general president in charge of the UBC industrial department; Joe Bradshaw, vice president, Paper Workers; Ray White, SCIW executive secretary; Charles Campbell, president, IWA Southern Region; and Arnold Brown, vice president, Paper Workers.

Industrial Collective Bargaining Training Program in Use

Councils and locals in the industrial sector are using the Brotherhood's new training program "The Bargaining Process," for local bargaining committees. The slide-tape program shows a bargaining committee, under the direction of the business representative, performing such tasks as gathering information for bargaining, surveying members, helping to draw up proposals, presenting evidence at the bargaining table, and making a recommendation to the membership on the settlement. At each stage, the program makes clear the responsibilities of committee members, such as taking notes during negotiations and explaining the tentative settlement to members at the ratification meeting.

The program is intended to make bargaining committees more knowledgeable about the negotiating process and more effective in helping win the best possible settlement for their fellow members. The program includes, in addition to the slide-tape program, a manual for bargaining committee members, a guide for the trainer, and a Survey for Negotiations form. The program should be shown well in advance of bargaining to allow the committee adequate time to prepare for negotiations.

Business representatives may order the program through their executive board member or the Industrial Department at the General Office.



The training manual runs through the bargaining process step-by-step to help familiarize committee members with negotiations.

outlet. This economic strength and ability to generate large profits and cash flow underscore the need to develop and pursue national bargaining programs for forest industry workers. This is the only approach that will balance off the bargaining power now held by the giant corporations.

Delegates broke into workshop sessions during the afternoon to cover two topics. The first dealt with building improved communication systems in local unions, called one-on-one job canvassing. This is a formalized program of speaking to every member on a face-to-face basis concerning any pre-selected topic. This technique will be used in the future to provide members with better information about bargaining issues and strategies being used for national coordinated negotiations.

The second workshop covered pension plans that are prevalent in the forest products industry. The provisions of plans in the west and south were studied and goals for improving those retirement benefits were discussed.

James Bledsoe, executive secretary of the Western Industrial Council, addressed the conference Friday morning. He laid out some of the central goals

of the Joint Bargaining Board. They include such things as wage parity, pension uniformity and greater protections for workers when mills close.

The program concluded with a presentation by Ed Durkin, director, UBC Special Programs Department. Durkin described how workers, through jointly-trusted pension plans own large blocks of corporate stock. Department of Labor studies estimate that by the mid 1990s, 65% of outstanding corporate stock will be held by worker pension funds. Until recently these pension plans have not exercised their stockholder rights with respect to how corporations are run. The pension funds looked only at the investment returns achieved from those shares of stock.

Recently, Durkin reported, the UBC has identified the stock held by Brotherhood pension funds in wood products companies, and has encouraged those funds to exercise their shareholder rights. Several of the Brotherhood's pension funds have submitted resolutions for shareholder consideration in an effort to change certain corporate practices. At Weyerhaeuser Co., a plant closing notice resolution was submitted, as well as a proposal to change bylaw provisions which allow management to entrench themselves. A management "golden parachute" at Georgia-Pacific, which would provide severance payments to the top five corporate officers of nearly \$8 million in the event of a corporate change of control, was attacked by a shareholder resolution submitted by a Brotherhood fund.

The growing awareness of the role of workers as corporate shareholders has stimulated greater interest on the part of unions in monitoring corporate operations. Through our pension funds, UBC members and other workers hold important positions as owners in most American corporations. Aggressive actions as shareholders are being undertaken in the wood products and elsewhere in an effort to protect our interests as workers and investors.

UBC

'The national coordinating program put together by the U.S. Forest Products Joint Bargaining Board is well timed. It comes when the companies in the industry are showing great prosperity.'

Hotel/Motel Industry: Is Labor In or Out?

Significant Construction Could Mean Opportunity for Union Jobs

This article, the second in a series highlighting industries in which considerable construction work is being performed, reviews developments in the hotel industry and the growing amount of nonunion construction in it.

In nearly every community in the country, you are likely to find a hotel or motel construction project. The hotel/motel industry has experienced tremendous growth during the early 1980s, and while the new tax law and overbuilding will slow hotel construction in some markets, the industry will continue to be a major construction user in the coming years. It is estimated that several billion dollars will be spent on construction in the hotel industry during 1987.

Even in traditionally strong union areas, it is becoming increasingly common to see hotels and motels being built nonunion. The hotel industry is unlike any other, and a good understanding of the industry participants, the relationships between project participants, and the developing trends in the industry is vitally important to efforts to recapture this work.

The two most significant factors which will determine the amount of new construction in the hotel industry and which hotels get built in the coming years are

the 1986 tax bill and the overbuilding which has effected certain markets. The tax bill eliminated various tax advantages which were driving many hotel construction projects. By limiting investors' abilities to write-off tax losses associated with hotel operations, new projects must be able to generate sufficient cash flow to justify their construction.

The effort to establish a proposed hotel project's profitability is growing increasingly difficult in certain markets due to overbuilding in recent years. The tax loss write-offs formerly associated with hotel construction stimulated overbuilding in many cities. However, even in markets where there is excess capacity of hotel and motel rooms, new construction may occur as certain customer needs are targeted.

MARKET SEGMENTATION

One of the more noticeable developments in the industry has been the trend toward market "segmentation." Hotel operations are looking for segments of the business that are not being served and are implementing expansion plans to address the needs. Segments within the market include upscale, mid-scale, and budget facilities, as well as super-luxury, and strictly business-oriented hotels and motels.



This Job Was!

The Willard Hotel in downtown Washington, D.C., recently underwent major renovations after many years of neglect and disuse. The job's general contractor, George Hyman Construction Co., kept skilled union workers from several UBC and other building trades locals busy at work on the exhaustive project.

"All-suite" hotels are the newest and most significant example of market segmentation. All-suite hotels are aimed at the frequent traveler who is willing to pay more for luxury and homelike comforts. Industry estimates indicate that

Profile of a Non-Union Hotel Construction Deal



This Job Was Not!

Holiday Corp., the parent company of Holiday Inns nationwide, has its name on this new hotel, in Arlington, Va., but the nonunion construction of it was arranged and performed by corporate entities of the Donohoe Co., a resolutely nonunion company. Know who's behind local hotel construction—it could make the difference between jobs that are and are not.

The circumstances surrounding the recent construction of a Holiday Inn in Arlington, Va., illustrate clearly the value of doing land-records research. Because Holiday Inns are almost entirely owned by individual franchises, the focus of our research had to be the owners of that particular hotel rather than the parent corporation, Holiday Corp.

A trip to the Arlington County Courthouse began the search to determine who owned the hotel and what institution financed the construction. The tax assessor's office identified the name of the party paying taxes on the property. A review was made of the land records with the taxpayer's name and a copy of the deed showed that the land and the hotel were owned by a Virginia partnership called Ballston Hotel Associates. Next, the partnership papers registered in the courthouse indicated that Ballston Hotel Associates was formed on the same day as the land purchase was made, and that three of the five members of the partnership were corporate entities related to or bearing the name of the Donohoe Co.

Further land records research revealed a

deed of trust that indicated that First American Bank of Virginia had financed both the land purchase and the construction of the hotel.

The fact that the Donohoe Co. was a principal owner in the project made it no surprise to learn that Donohoe Construction Co. obtained the building permit for the project, and proceeded to build the hotel nonunion, as it is one of the Washington, D.C., area's largest and most resolutely nonunion construction companies.

This highlights the importance of identifying the participants in hotel construction projects. In a franchised hotel operation, such as the Holiday Inn operation identified here, it is crucial that you identify the real owners and financiers of the project. As this example makes clear, the Donohoe Co. and not Holiday Inn was the party most responsible for determining who would do the construction. And while the relationships identified here indicate that efforts to secure the work would have been difficult, such information must be obtained to enhance organizing efforts.

15% of all hotels in the 1990s could be all-suite.

FINANCING TIGHTER

With cash flow and profitability becoming the bottom lines for successful hotel operations today, lending institutions are becoming more conservative in backing deals in the industry. Feasibility studies must show good cash-flow potential and a solid management track record must be documented to secure project financing. Numerous hotel foreclosures have dried up institutional lending sources for many projects. Public sources of funding such as state development bonds or federal Urban Development Action Grants are popular funding sources in the industry.

In this tight money environment, first-time borrowers in the industry are not finding financing, and unless the borrower is putting his own funds at risk, funds are not forthcoming. Developers of franchise operations, such as Holiday Inns and Days Inns, are better able to secure financing because of the security provided by their national support services, such as a national reservation system, strong name recognition, and brand allegiance.

RECAPTURING WORK

The recent developments in the hotel/motel industry, such as the tax law implications and the localized overbuilding, need to be considered in the context of future efforts to secure upcoming construction work in the industry. The increasing need for a new hotel/motel to generate a positive cash flow and maintain profitability suggests an increasing vulnerability to job-site picketing and consumer boycott activities. A missed scheduled opening or a poor occupancy rate produced by lawful picket and boycott actions take on greater significance in today's market.

Due to the numerous participants involved in a typical hotel construction project, it is important that we are able to identify accurately each participant and its role in the project. Determining the owner of a project is crucial. While the hotel may be a Holiday Inn, Marriott, or another brand name operation, the actual owners of the specific hotel in question may be local businessmen, developers, bank officials, etc. It is these individuals who can influence contractor selection.

Determining the actual ownership of a particular hotel in a "chain" is important for legal purposes, as well. In a consumer boycott or publicity campaign targetting a user of non-union construction, for example, it cannot be assumed that all branches of the hotel are owned or operated by that same construction user. The law may prevent

Upcoming Construction Plans for Major Chains:

Despite the market adjustments mentioned, billions of dollars will be spent in the industry in new construction and major renovation in the coming year. Outlined below are the expansion plans of several of the nation's best known hotel operations:

MARRIOTT CORP.: Marriott Hotels, Marriott Suite Hotels, and Courtyards

In late 1984, Marriott Corp. initiated a building plan that will total \$3 billion by the early 1990s to build a nationwide chain of moderately-priced motels. Marriott's mid-priced motels, called Courtyards, are to be located primarily in suburban areas near business parks, highways, hospitals, and shopping centers. In addition to southeastern cities such as Atlanta and Augusta, Ga., the company plans to build "clusters" of Courtyards in New Jersey/New York, Chicago/Milwaukee, and northern California. Marriott has also embarked on another \$2 billion five-year building program which will include 40 all-suite hotels and 40 smaller hotels. Areas targeted for all-suite hotels include Chicago, California, New York City, and Arizona.

HOLIDAY CORP.: Holiday Inn Hotels, Holiday Inn Crowne Plaza Hotels, Embassy Suites, Residence Inns, and Hampton Inns

Holiday Corp.'s Embassy Suites are the leader in the all-suite hotel market with nearly 75 such hotels built or under construction. Holiday's Residence Inns, which are residential style all-suite ho-

tels, are a rapidly growing component of the company's business with nearly 100 in place and 300 planned by the early 1990s. Hampton Inn Hotels are Holiday's economy line and plans call for a rapid expansion to approximately 130 hotels by early 1987.

HYATT CORP.: Hyatt Regency, Park Hyatt Hotel, and Hawthorne Suites

In late 1986, Hyatt Corp. announced a \$750 million expansion program including 40 smaller hotels geared for individual business travelers in smaller city and suburban markets. Hyatt recently announced that it is planning development of a nationwide chain of hotels called Hawthorne Suites. Plans call for franchise development of 200 new Hawthorne Suite hotels over the next three years.

HILTON CORP.: Hilton Hotels

Hilton has an ongoing \$1 billion renovation program, as well as plans to grow in the next five years to more than 380 hotels from its current 280 properties. Most of the new properties for Hilton will be the "courtyard" type hotels, with less emphasis on the luxury end of the market.

including in the campaign certain branches owned by unrelated individuals or firms, such as franchise owners.

Likewise, determining the source of the hotel's financing is a critical aspect of organizing in this industry. Whether the financing source is a local bank, a national insurance company, a state development bond, or a public employee pension fund, establishing the identity of the money can provide additional avenues by which to influence the contracting decision.

The sources of such information can include Dodge Reports, newspaper articles, or project site signs, but you may need to become familiar with the local land records filing system in order to obtain accurate information. The land records will identify the property owner and any outstanding mortgages or deeds of trust securing construction loans or permanent financing arrangements. With this information in hand, you are better able to develop an organizing strategy.

UBC Hotel Industry Survey

In the next several weeks, local and councils throughout the Brotherhood will be receiving a letter from the General President requesting information on recently completed, ongoing, and upcoming hotel projects in your area. The General President's letter will identify the hotel projects on which information is requested. The survey requests information on the identity of the contractors on the projects and their union/nonunion status.

The information will be collected by the UBC's Special Programs Department and used to assist affiliates in efforts to secure work in the industry. A comprehensive database of hotel projects will enable us to identify problem hotel chains and contractors in the industry and assist in developing organizing efforts on a local, regional, or national basis.

New Immigration Law Will Mean Major Changes for Undocumented Workers and Their Employers

Last year, the U.S. Congress passed the Immigration Reform and Control Act of 1986, the most sweeping change in our country's immigration policy in more than 30 years. The law provides new opportunities for legalization for undocumented workers who have been in the U.S. since Jan. 1, 1982. The law also imposes penalties on employers who hire undocumented workers or who fail to keep proper records. Undocumented immigrants must apply for temporary legal resident status in the year beginning May 5, 1987.

It is estimated that five million or more individuals reside illegally in this country, the majority working in industries ranging from restaurants to construction to agriculture to manufacturing. Many work in UBC industries including construction and furniture. The large majority of undocumented immigrants are unorganized, often exploited by employers and contractors who pay substandard wages and create sweatshop-like working conditions. Unions, including the UBC, have found it very difficult to organize these workers because of their lack of legal protection and fear of being deported.

The Brotherhood has faced problems relating to immigration laws among our own membership. Some UBC local unions represent workers who, though hard working and responsible union members, entered the country illegally and thus cannot attain U.S. citizenship. While protected by union agreements, these workers still live with an uncertain future, fearful of being apprehended by immigration authorities.

An undocumented worker will be eligible for temporary legal status under the new law if the individual:

- has been in the U.S. continually and illegally since Jan. 1, 1982 except for brief trips;
- has not received a substantial amount of welfare or certain other types of assistance;
- has not been convicted of any serious crime (felony) or of three or more less serious crimes (misdemeanors);
- can prove he can support himself and his family.

Eighteen months after being granted temporary status, a person's status would be adjusted to a permanent resident if the individual could show a basic understanding of English and knowledge

of U.S. history and government or is obtaining instruction in these areas. Separate provisions of the law apply to undocumented workers employed in agriculture.

The UBC has developed materials in English and Spanish to assist our brother and sister members and other workers in our industries to apply for legal status and eventually citizenship under the new law. Pilot projects will be underway shortly in Texas and in the Los Angeles area, the latter coordinated by the Los Angeles County District Council of Carpenters.

Commenting on the UBC's efforts, General President Campbell has said: "I believe the Brotherhood represents all workers in our industries, and our goal is to bring everyone's conditions up to union standards. We can't do that when greedy employers are exploiting undocumented workers and paying them sweatshop wages. The new immigration law doesn't do everything we wanted, but it gives undocumented workers already employed here a chance to apply for citizenship. It also penalizes employers for hiring illegal immigrants in the future. That's what the law says. So we can either continue to gripe about the problems and see more of our work go non-union, or we can build our Brotherhood by lending a helping hand to those workers, members and non-members, who qualify for citizenship. I'm for building our Brotherhood, and that's why we're starting these immigration efforts."

"The Brotherhood is one family and that family is open to anyone who works in our jurisdiction. That's how we've grown in the past, and that's the key to our future."

The next issue of *Carpenter* will contain more information on the new immigration law and the Brotherhood's program. Materials on the new law are available from the General Office. **UBC**

Pamphlets with information on the new law are available. Contact the international, if you have questions or need help concerning the new immigration law.

Folleto con información sobre la ley nueva están disponibles. Comuníquese con la internacional si tiene alguna pregunta o necesita ayuda con respecto a la nueva ley de inmigración.

THE DO'S AND DON'TS

IMMIGRATION
LEGALIZATION
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La Nueva Ley de Reforma de Inmigración Significará Cambios Importantes por las Trabajadores sin Documentos, Sus Empleadores

El año pasado, el Congreso de los Estados Unidos pasó la Reforma de Inmigración y el Acto de Control de 1986, el más radical cambio en la política inmigratoria del país en más que treinta años. La ley provee nuevas oportunidades para la legalización de trabajadores sin documentos que han estado en los Estados Unidos desde el 1 de enero de 1982. La ley también aplica sanciones a los empleadores que contratan los trabajadores sin documentos o quienes no mantengan notas correctas. Los inmigrantes sin documentos tienen que solicitar un Permiso de Residencia Temporal en el año que comence en el 5 de mayo de 1987.

Está estimado que cinco millones o más personas viven ilegalmente en este país; trabajando en los restaurantes, la construcción, la agrícola, y la manufacturera. Muchos trabajan en las industrias de la UBC incluyendo la construcción de los edificios y de los muebles. La gran mayoría de inmigrantes sin documentos no están organizados, muchas veces explotados por los patrones o contratistas quienes pagan sueldos inferiores y crean condiciones como las "sweatshops" (fábricas donde se explota al obrero). Las uniones, incluyendo la UBC, han encontrado muy difícil organizar estos trabajadores por la carencia de protección legal y miedo de ser deportado.

La Fraternidad ha afrontado problemas relacionados a las leyes de inmigración entre nuestros miembros. Algunas uniones locales se representan trabajadores quienes, aunque son buenos trabajadores y miembros responsables, entraron al país ilegalmente y por eso no pueden llegar a ser ciudadanos de los Estados Unidos. Aun protegidos por los convenios de la unión, estos trabajadores viven todavía con una futura incierta, con miedo de ser aprehendido por las autoridades de inmigración.

Un trabajador sin documentos será elegible para un Permiso de Residencia Temporal bajo la ley nueva si el

- prueba su residencia consecutiva ilegal en los Estados Unidos desde el 1 de enero de 1982, a excepción de breves viajes.
- prueba su identidad y antecedentes de empleo. Debe también probar que se mantiene con recursos propios y que no depende de asistencia pública.

- no ha sido condenado por haber cometido un delito grave (delito de mayor cuantía) o más que tres delitos leves (delitos menores).

Dieciocho meses después de haberseles concedido el estatus temporal, el estatus de una persona será cambiado a residente permanente si el individuo puede mostrar una comprensión básica de inglés, y conocimiento de la historia y el gobierno de los E.U. o está obteniendo instrucciones en estas áreas.

Materiales estaban desarrollando en inglés y español por la UBC para ayudar a nuestros hermanos y hermanas y otros trabajadores en nuestras industrias solicitan un estatus legal y eventualmente realizan ciudadanía bajo la nueva ley. Proyectos pilotos establecerán pronto en Texas y Los Angeles, Calif., éste coordinado por el Concilio de carpinteros del condado de Los Angeles.

Comentando las esfuerzos de la UBC, el Presidente General Campbell ha dicho "Creo que la Fraternidad representa todos los trabajadores en nuestras industrias, y nuestra meta es de traer las condiciones a nuestro nivel. No pueden hacerlo cuando los empleadores avaros estén explotando trabajadores sin documentos y están pagando salarios como "sweatshops." La nueva ley de reforma de inmigración no hace todo que quisimos, pero le da una oportunidad solicitar ciudadanía a los trabajadores sin documentos todavía empleados aquí. También penalizará a los empleadores que contratan inmigrantes ilegales en la futura. Esto es lo que dice la ley. Así podemos seguir a quejarse acerca de los problemas y ver más de nuestro trabajo desaparecer y convertirse en "none unión" o podemos construir nuestra Fraternidad, dándole una mano a ellos, miembros o no, que están elegibles para ciudadanía. Estoy a favor de construir nuestra Fraternidad, y por esta razón comenzamos estas esfuerzos.

"La Fraternidad es una familia y esta familia está abierta a alguien que trabaja en nuestra jurisdicción. Así fue como crecimos en el pasado, y ésta es la llave a nuestra futura."

La próxima edición de CARPENTER contendrá más información sobre la nueva ley de reforma de inmigración y la programa de la Fraternidad. Materiales sobre la ley nueva están disponibles de las Oficinas Generales. **UBC**

Ottawa Report



\$10 BILLION TAX BREAKS

Corporate tax breaks now cost the federal government an estimated \$10 billion each year and are a major factor in the increase in the federal deficit, a National Democratic Party study says.

The study shows that more than 79,000 profitable corporations with total earnings of \$13 billion paid no corporate tax in 1983. Sixty-four of the companies had more than \$25 million each in profits but paid no tax.

In 1951 corporate income tax revenues totalled \$1.24 billion while personal income tax revenues were \$1.16 billion. By 1984 corporate taxes were \$12 billion while personal taxes were \$38 billion.

ONTARIO PENSIONS INDEXED

The Ontario Government says it is committed to having private pensions increase with the cost of living, but first wants a task force to spend up to a year determining how this can be done.

The formal commitment, which would make Ontario the only Canadian province to require inflation protection in private plans, was made when the minority Liberal Government introduced a package of far-reaching pension reforms.

These reforms will not be passed into law for some time, but are designed to change the rules retroactively to Jan. 1, 1987. From that point, private pension plans will be made more portable and worker benefits will be "locked in" after two years employment instead of the current 10 years.

The bill, giving effect to what is being called the federal-provincial consensus on pension reform, includes a number of substantial changes:

- Workers will be fully entitled to their plans after two years employment—as opposed to the usual rule at present that a worker must have been employed for 10 years and be at least 45 years old.
- After these plans are "vested" in the employee, they can be transferred to other plans or to a prescribed retirement savings arrangement to ensure greater portability.
- Part-time employees will be eligible to join a plan after two years service, provided that they earn a certain minimum amount.
- Private plans will have to include a procedure for early-retirement payouts for those wishing to retire within 10 years of normal retirement dates.

FEDERAL WAGE FLOOR ENDS

Federal Labor Minister Pierre Cadieux scrapped the minimum wage contractors handling federal construction must pay their workers for a three-year trial period beginning April 1.

Mr. Cadieux's decision to change the procedures in the Fair Wages and Hours of Labor Act, which came into existence 50 years ago, was contained in a letter to the federal building and construction trades department.

"There are sufficient government, market, and trade union forces in place to ensure that the majority of workers are paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed," the letter says.

It adds that part of the reason for the change is that Quebec and Manitoba, which account for about one-third of the country's population, have provincial fair wage legislation, so the impact of the federal act is "minimal."

UNEMPLOYMENT AT 9.6%

The unemployment rate edged down slightly to 9.6% in February because the number of new jobs created only barely exceeded the number of people who started looking for work.

Statistics Canada estimated the seasonally adjusted level of employment rose by 30,000 jobs to 11.78 million between January and February. But because 27,000 people entered the work force, the unemployment rate declined a minuscule 0.1 percentage point.

Although it was the seventh consecutive month of increased employment, some economists said the growth was too slow. "Sluggish is the best way to describe it. We are muddling along," said John Clinkard, senior economist at the Canadian Imperial Bank of Commerce. He noted that the economy is now in the "mature" phase of the business cycle when companies tend to cut back their hiring.

On the positive side, however, Statscan said the new jobs were mostly full-time positions. That reverses a trend that has persisted since the late 1970s of growing part-time employment at the expense of full-time jobs.

Regionally, most provinces saw little or no change. The only winners were Quebec, with 22,000 new jobs, and British Columbia, with 16,000. Economists said this reflected the recent strengthening of forestry and other resource industries. However, because more Quebecers started looking for jobs, that province's unemployment rate rose slightly.

COURT REVERSES UI RULING

Money held in holiday pay trust funds but paid to construction workers when they are unemployed is savings, not earnings, the Federal Court of Appeals in Ottawa said in a recent ruling. The court reversed the ruling of an unemployment insurance umpire. Mr. Justice A. J. Stone, in a 3-0 ruling, said money paid to laid-off workers from the fund is neither earnings nor income—either of which would have been deducted from UI payments—but savings.



General President Emeritus William Konyha, at the rostrum, administers the oath of office to the general officers and board members. In the front row from left are General Treasurer Wayne Pierce, General Secretary John S. Rogers, General President Patrick Campbell, Konyha, First General Vice President Sigurd Lucassen, and Second General Vice President John Pruitt. In the back row are Board Members Joseph Lia, George Walish, Tom Hanahan, E. Jimmy Jones, Gene Shoehigh, Dean Sooter, H. Paul Johnson, M.B. Bryant, John Carruthers, and Ronald Dancer.

General Officers and Board Members Installed In Ceremony at General Offices in Washington

The general officers and general executive board members of the United Brotherhood, elected at the general convention in Toronto, Ont., last October, were sworn into office March 27 as provided in the UBC Constitution and Laws.

As has been the custom for almost a century, the ceremony was held at the General Offices of the UBC, which have been in Washington, D.C., since 1961.

The installing officer was General President Emeritus William Konyha. Several retired officers were present to witness the ceremony, including General Treasurers Emeriti Peter Terzick and Charles Nichols, Retired Second General Vice President Peter Ochocki, and Retired Board Members George Bengough, Al Staley, Cecil Shuey and J.O. Mack. The audience also included wives, staff members and representatives of several local unions and councils.

In a brief speech General President Patrick J. Campbell told the gathering that "there's a major job to be done in the next five years, and we are going to see that it is done." He called this a time of greed among many elements of our society and noted that the United Brotherhood must do its utmost to protect the rights and standards of the membership.

"We are part and parcel of one of the greatest unions on earth," he said. "We must keep it that way." **UBC**



At left, General President Emeritus Konyha extends his congratulations to President Campbell. At right, three veteran retirees—Former Board Members George Bengough, J.O. Mack and Al Staley—talk with the general executive board's newest member, Gene Shoehigh of the 5th District.



Educational Regional Seminars Scheduled

General President Patrick J. Campbell announced April 1 plans for a series of educational regional seminars to be held in the fall.

In a memorandum to all full-time officers and business representatives of construction locals and councils, President Campbell directed these leaders to plan to attend the seminar for his or her particular district. Attendance by these local and council leaders is mandatory.

The five seminars, encompassing all 10 districts of the Brotherhood, are scheduled as follows:

Sept. 20-25, 1987: Toronto, Ont., Districts 9 and 10.

Sept. 27-Oct. 2, 1987: Lowes Glenpointe, Teaneck, N.J., Districts 1 and 2.

Oct. 4-9, 1987: French Lick, Ind., District 3.

Oct. 11-16, 1987: French Lick, Ind., Districts 4, 5, and 6.

Nov. 8-13, 1987: Westin Hotel, Seattle, Wash., Districts 7 and 8.

Detailed information regarding reservations and other pertinent data will be forthcoming, the President's office states.

Labor News Roundup

Two-tier wage contracts level off after sharp rise

Two-tier wage plans specifying lower rates of pay for new employees were mentioned in only 10% of all nonconstruction agreements reported in 1986, down slightly from 11% in 1985, according to a study of the database of current contract settlements maintained by the Bureau of National Affairs' *Collective Bargaining Negotiations and Contracts* service. In 1984, 8% of settlements called for two-tier plans, up from 4% in 1983.

For the fourth year in a row, such settlements were more popular in non-manufacturing (16% of contracts) than in manufacturing (6%). The percentage of airline industry contracts providing such plans continued to rise sharply, increasing to 70% in 1986 from 62% in 1985 and 35% in 1984. In manufacturing the plans were most prevalent in settlements in transportation equipment (24%) and lumber (19%).

A majority, or 58%, of two-tier plans negotiated in 1986 were temporary, permitting pay of new workers to catch up with that of more senior employees. Plans permanently lowering pay for new hires were specified in 14% of settlements. In the remaining 28% of settlements, there was inadequate data to make a determination whether the plans were temporary or permanent.

Congressional food service workers vote for union

Food service workers at the U.S. House of Representatives recently voted to join the Hotel Employees and Restaurant Employees, the first time workers on Capitol Hill have won collective bargaining rights.

An 18-month organizing drive culminated in a National Labor Relations Board election in which a majority of 113 workers voted for HERE as their bargaining agent while 52 voted for the Machinists, and 36 voted for neither union. Some 225 waiters, waitresses, counter workers, grill cooks, and dishwashers are employed in House dining rooms, cafeterias, and carryouts.

Capitol Hill food workers have protested low pay, poor working conditions, and lack of grievance procedures for nearly 20 years. However, House and Senate employees are among the few in the United States who lack the right of collective bargaining because Congress exempted itself from labor laws.

Norway leads way in construction of timber frame housing

New techniques now make it possible for Norwegian builders to put up timber frame houses almost twice as quickly as their opposite numbers in countries like Canada and the U.S.

Reflecting a combination of old handicraft traditions with modern technology, this performance results from the development of more effective construction methods. Norwegian suppliers of building materials and factory-built homes offer products with a much higher degree of prefabrication and finish than was previously normal.

Norway's preeminence in timber frame construction is easy to understand in light of the fact that 80% of all Norwegian dwellings are built in wood.

Coors boycott rejuvenated in New York State

The New York State AFL-CIO and members of the Northeast Council of the State AFL-CIOs plan to intensify regional boycott efforts against Coors beer as the company seeks a distribution foothold in the New York-New Jersey area. New York State Federation President Edward J. Cleary said that unions "want to make it absolutely clear to this corporate bully that it will not be welcome in the tri-state region until, and unless, it radically alters its approach to business and human relations." He said the union groups will launch a "massive informational campaign to inform our membership and other consumers about Coors' anti-worker reputation." The national labor boycott of Coors has been under way since 1977.

Teachers succeed in removing brakes with asbestos

The United Federation of Teachers convinced the New York City Board of Education to stop work on asbestos-contaminated brakes and clutches at 22 vocational and comprehensive high schools and equip school automotive shops with devices to keep asbestos from escaping into classrooms during brake drum work. The action is expected to stop unsafe exposure to the cancer-causing substance of about 50 teachers and hundreds of students every year. The union and board-sponsored training sessions for the city's automotive teachers on how to use the asbestos removal equipment and information about asbestos will be integrated into the automotive curriculum so that students will understand the dangers of asbestos exposure.

Air traffic controllers want new union

The nation's air traffic controllers are working to organize a new union—5½ years after their predecessors were fired by President Reagan for going on strike.

Claiming that they are more overworked and understaffed than ever, the controllers are seeking representatives to lobby for them in Congress and in the media, said John Thornton, coordinator for the National Air Traffic Controllers Association. A vote could be scheduled as early this month.

Minnesota lawmakers consider parental leave proposal

A parental leave bill introduced in the Minnesota legislature in St. Paul would require employers to grant an unpaid leave of absence of up to one year to parents upon the birth or adoption of a child. The legislation would require employers to allow workers to return to the same or equivalent jobs without loss of seniority and pension benefits and make group health insurance available to the employee during the leave, though employers would not be required to pay for the insurance.

Avoiding immigration problems may lead to Title VII breach

The Equal Employment Opportunity Commission has issued a policy statement warning employers against illegal reactions to the Immigration Reform and Control Act and emphasizing that some provisions sanctioned under that statute may nonetheless violate the broader provisions of Title VII of the 1964 Civil Rights Act.

"Employers should not mistakenly conclude that they can avoid problems under the immigration act by ceasing to employ individuals of a particular national origin or that the act in any way sanctions less than full equal opportunity for employees of all ethnic backgrounds," the Commissioners stated.

The agency cites a series of hiring practices that might violate Title VII if used by employers "to avoid immigration law complications," including hiring restrictions based on citizenship, English fluency, or height and weight considerations that are illegal if they have an adverse impact on persons of a particular national origin and are not shown to be job related. In addition, the Commission cautions, the citizenship preference permitted under the immigration law may nonetheless violate Title VII.



For the good of the country, and for the good of the international trading community, the 100th Congress must pass trade legislation that is based on a strong and effective trade deficit reduction provision. Such a provision must require any major trading partner that maintains excessive surpluses with the United States, and is found to engage in unfair trading practices, to reduce those surpluses.

AFL-CIO Executive Council
Bal Harbour, Fla.
February 1987

We Need Strong Trade Legislation

Labor leaders urge 100th Congress to pass an effective trade deficit reduction provision

As the U.S. trade deficit hovers around \$170 billion, a four-fold increase from the 1980 level, top leaders of organized labor are rallying to urge Congress to enact legislation to stem the nation's job-destroying and economically destabilizing trade deficit. Mines and factories are closing; communities devastated. No sector of the economy has gone untouched. Countries with large trade surpluses with the U.S. must be pressed to reduce their exports here or raise their imports to reduce trade imbalances.

In manufactured goods alone, the U.S. has gone from a trade surplus of \$17 billion in 1980 to a deficit of \$148 billion in 1986. Japan has a \$77 billion trade surplus with the U.S.; Germany, a \$29 billion surplus.

Yet while spouting free-trade rhetoric, the Reagan Administration has finally taken measures to help American farmers, machine tool makers, and other industries in battling foreign competition.

Some recent actions to protect American industry:

- Citing national security, import restraints were placed on machine tools

from Japan, Taiwan, West Germany, and Switzerland to give time to American manufacturers for modernizing their plants.

- Under pressure from the administration to shield the domestic textile industry, Japan, Hong Kong, Taiwan, and South Korea agreed to sharply reduce textile exports to the United States. (At the same time, President Reagan vetoed a bill to limit imports of textiles and shoes.)

- To head off protectionist legislation, Japan extended for another year its "voluntary" quotas on car exports to the United States, making this the seventh year of such quotas designed to shield the American auto industry and its workers.

Other major U.S. trade restraints firmly in place:

- A quota agreement with the European Communities limits steel imports, and "voluntary" quotas have been initiated by Japan.

- The Jones Act, which dates to the 1920s, bars foreign ships from carrying U.S. freight or passengers between any two American ports.

- U.S. products are required to be used on many construction jobs that

are federally financed. Seventeen states have similar requirements.

- The U.S. spent \$25 billion in farm income subsidies last year as part of its policy to drive down farm export prices so American agriculture could compete internationally. The sugar, peanut, beef, cotton, and dairy industries are also shielded by import restraints.

- Foreign makers of light trucks and ceramic floor tiles face stiff tariffs on imports to the U.S.

At best, the Reagan Administration is sending out mixed signals. At worst, the Administration is aiding the destruction of the U.S. industrial economy and the standard of living of the American worker.

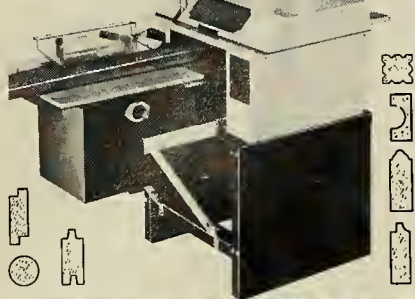
On Capitol Hill, where the United States is depicted as a haven for foreign goods unfettered by tariffs, quotas, or other restraints, the general feeling is that the Administration is doing too little too late. "The United States has permitted imports to gush ashore freely while not demanding comparable access abroad," says Senator Lloyd Benson, (D-Tex.), chairman of the Senate Finance Committee.

Recently testifying before the Senate

Continued on Page 31

Planer Molder Saw

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Now you can use this ONE power-feed shop to turn rough lumber into moldings, trim, flooring, furniture —ALL popular patterns. RIP-PLANE-MOLD . . . separately or all at once with a single motor. Low Cost . . . You can own this power tool for only \$50 down.

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American Heart Association
WE'RE FIGHTING FOR YOUR LIFE

Working Women's Awareness Week

In the past 20 years women have accounted for one half of the total increase in union membership in the United States and Canada. Today, one out of three union members is a woman, according to statistics supplied by the Coalition of Labor Union Women.

To call attention to the growing number of women in the work force, CLUW is sponsoring its second annual "Working Women's Awareness Week," May 10–16.

In the occupations represented by the United Brotherhood, most of which have been traditionally male for generations, a growing number of women have joined the ranks. The UBC now has on its rolls more than 23,000 women employed in industrial plants and more than 5,000 in the crafts of carpentry, cabinetmaking, millwrighting and the other building trades.

In 1985, women in unions earned \$88 more per week—nearly \$4,600 more per year—than those women who were not union members. Women in unions have a recognized voice in determining the pay, hours, working conditions, and other benefits of their jobs.

In 1985 10.5 million families were maintained by women. A total of 61% of these women were in the labor force in 1985.

High divorce rates are making it increasingly necessary for women to work. Almost 62% of married women with husbands and with children under 18 are in today's work force, compared with 45% in 1975. The increase is partly due to the increases in living costs over the past decade, making it necessary for both parents to work.

Former Dockbuilder's Memorial Donation

Each month, as donations for Blueprint for Cure arrive at the General Office in Washington, D.C., the staff finds memorial contributions in memory of loved ones who died of diabetes.

In a recent letter addressed to General President Patrick Campbell, retiree New York Dockbuilder Ted Saamanen sent a check in memory of his late wife, Caroline Ross Saamanen, who passed away last February 12. Mrs. Saamanen was a member of the National Diabetic Society and a diabetes victim. She suffered a heart attack at the Tampa, Fla.,

General Hospital, "probably because she was weakened by her diabetic condition," says Brother Saamanen.

Other recent contributions are from the following:

Recent Blueprint for Cure contributions include:

61, Kansas City, Missouri
258, Oneonta, New York
264, Milwaukee, Wisconsin
265, Saugerties, New York
344, Waukesha, Wisconsin
388, Richmond, Virginia
424, Hingham, Massachusetts
512, Ypsilanti, Michigan
1026, Miami, Florida
1053, Milwaukee, Wisconsin
1314, Oconomowoc, Wisconsin
1338, Charlottetown, PEI
1456, New York, New York
1539, Chicago, Illinois
1573, West Allis, Wisconsin
1693, Chicago, Illinois
1741, Milwaukee, Wisconsin
1752, Pomona, California
1889, Downers Grove, Illinois
2073, Milwaukee, Wisconsin
Hudson Valley District Council
Milwaukee & Southeast Wisconsin District Council
Delegates to the Minnesota State Council Convention
Patrick J. Campbell
Ted L. Knudson
Francis & Adelia Lamph
Ted E. Norcutt
Gene Slater
In Memory of Audra Root from Ladies Auxiliary No. 170
John T. Kurtz
Peter Nagy
Frank and Adelia Lamph
George Vest Jr.
George Zurow
Third District Millwrights Seminar
In memory of Leon W. Greene from Russell Domino
In memory of Michael Lorello
In memory of Caroline Ross Saamanen from Theodore H. Saamanen
In memory of Lawrence Wallace from Local 698, Covington, Kentucky
Charles P. Fanning
In memory of George Atwell Jr. from James C. Johnson and Local 121



District 1 members contributed more than \$30,000 to Blueprint for Cure through a recent raffle. General President Pat Campbell drew the ticket stubs of the three winners in the lobby of the UBC General Offices as 1st District Board Member Joe Lia, right, looks on.

Angered Workers Protest Raid of Pension Funds

The recent experience of a local union of Clothing Workers is a warning to all unions to take whatever precautions are necessary to protect the full value of their pension funds.

The hourly workers of Reeves Brothers Inc. of Cornelius, N.C., a form rubber manufacturer, voted a year ago to be represented by the Amalgamated Clothing and Textile Workers Union. Now, as members of ACTWU Local 2500, they are still bargaining for their first contract, and Reeves officials have been charged by the ACTWU with unfair labor practices for not telling the truth about the company's pension plans.

The workers are concerned their pension will be chopped out from under them soon. Reeves has already applied to end the pension plan for salaried employees.

While the pension pillaging may affect just two Reeves plans covering about 7,000 workers, the ramifications could touch nearly every pension plan in the country. Reeves Brothers became an attractive takeover target in January 1986 when actuaries reported that the company's pension plans were "overfunded" by more than \$23 million.

In May 1986, Schick Inc. finalized a takeover bid, and the excess pension funds became part of the repayment scheme set up by Drexel Burnham Lambert, financial advisers, with National Westminster Bank in New York as the leading bank. Corporate finger-pointing has already begun as the company and the banks each disclaim authorship of the pension-raiding conditions.

Other banks involved are Sovran, American Security Bank of Washington, D.C., Canadian Imperial Bank of Commerce in Toronto, Empire of America Federal Savings Bank in Buffalo, N.Y., National Bank of Canada in Montreal, Bank of Tokyo Trust Co., Bank of Scotland, and Nederlandsche Middenstandsbank, N.V.

The Reeves scheme is unique because the nine banks that lent Schick \$100 million to aid its takeover required that Schick and Reeves "agree to use their best efforts to terminate (the pension plans) as soon as practicable." The loan document requires the companies to "prepay the outstanding principal amount of the term loan in an amount equal to the amount of such excess funding" up to \$20 million.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, in a letter to the American Bankers Association, said that this "covenant-inspired raid on workers' pensions appears to be un-

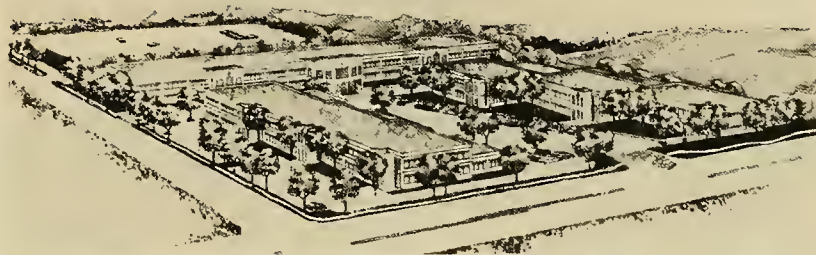
precedented." He stressed labor's concern that this "may signify a broader move by the banking community to directly usurp pension fund surplus assets which rightfully, as workers' 'deferred wages,' belong to plan participants."

ABA President Mark Olson has not responded to Donahue's query as to

whether the bankers' association supports such pension skimming activities.

Because of a legal loophole, companies can request, and often receive, permission from the Pension Benefit Guaranty Corp. to siphon off excess funding of pension plans after provisions are made to cover the anticipated

Continued on Page 31



North Texas Pension Funds Put Members To Work on Major Dallas-Area Project

A new office complex, now under construction in the Dallas, Tex., area, is plowing union pension funds back into jobs for union members who will some day benefit from these same pension funds.

The Multi-Employer Property Trust, the nation's largest commingled real estate investment fund specializing in union-built construction, has announced a commitment to provide a \$12.5 million participating mortgage loan for Phase I of Presidential R&D Park, a research and development office complex under construction in the Dallas suburb of Richardson, Tex.

The Multi-Employer Property Trust is a pooled real estate equity fund designed for multi-employer and public employee pension plans. MEPT invests in high-quality, union-built commercial real estate properties in communities where participating pension plans are located. Launched in 1982, MEPT currently has assets of \$332 million and 83 participating pension plans.

Two Texas-based pension plans are participants in the MEPT:

- the North Texas Carpenters Pension Fund
- the Texas Iron Workers' Pension Fund

Phase I of Presidential R&D Park consists of two two-story buildings contain-

ing 210,000 square feet of space designed for tenants in high technology industries who need office, light assembly, and distribution capabilities. Presidential R&D Park is being developed by Ambassador Development Corp. Thos. S. Byrne Inc., of Fort Worth, Tex., is the general contractor.

"The Richardson project accomplishes two key objectives for us," explained MEPT policy board member Landon Butler. "First, by investing in a high-quality property in one of the nation's top markets, the Trust is meeting its long-term investment objectives. Second, we enable our Texas-based clients to reinvest their assets in Texas."

MEPT's real estate portfolio includes 35 properties in 17 states from Alaska to Florida. The Trust's asset size places it among the top five bank-pooled real estate funds in the country.

The Trust's investment advisor is Kennedy Associates Real Estate Counsel Inc. of Seattle. KAREC's real estate assets under management exceed \$600 million. KAREC is an affiliate of Kennedy Associates Inc., a major investment advisory firm with more than \$2.5 billion under management.

The National Bank of Washington is trustee and custodian for MEPT. NBW has assets of \$1.6 billion.

LOCAL UNION NEWS

Houston Trains for Trade Shows

The Houston, Tex., and Vicinity District Council has taken the lead in providing carpenters with training to enable them to provide the best service at tradeshow. According to *Tradeshow Week*, the management newsletter of the tradeshow industry, Joe Cones, the district council's business representative, offered to train a class of carpenters in the specialized skills required to install and dismantle exhibits, and George Schwan, southeast regional manager of Installation and Dismantle Inc., added his expertise to their training.

More than 50 members of the UBC attended a one-day presentation which focused on exhibitors' needs and what they look for;

the phases of exhibit setup; and the tools and skills required. The pilot class was so successful that a six-week training course was planned and follow-up classes are also being scheduled to handle the overflow. The classes are being held at the apprenticeship school in Houston with I&D Inc., Freeman Decorating, and Omni Group Inc., donating booths for the training.

Those completing the course will receive completion certificates, a small card which states that the bearer has completed the required hours for the course, and a shirt with the Brotherhood emblem, the carpenter's name, and an "Exhibit Carpenter" designation.

Harkness Honored



After many years of dedicated and meritorious service to the United Brotherhood, Thomas G. Harkness retired from his organizing position with the UBC in Canada. Harkness' years of outstanding work were recalled by members of Local 1030, Province of Ontario, and other friends who gathered in Ottawa for a send-off.

He and his wife are pictured above with a gift that was presented to them at the affair.

Two Local Unions Merge in Nova Scotia



The merger of Local 392, Liverpool, N.S., with Local 83, Halifax, N.S., was celebrated at a recent dinner in Halifax. Dinner guests pictured above, front row, from left, are Brian Cooper, Local 83 business representative and Peter Vaughan, Local 83 treasurer. Middle row, from left, are William Moores, David Tarr, Leroy Huskins, Danny Hirtle, and Walter Manthorne. Back row, from left, are Raymond Doggitt, Bill Boudreau, Tim MacKinnon, Everette Conway, and Greg Baker.

Wal-Mart Handbilling



Members of Local 510, Berthoud, Colo., spent a week distributing informational handbills at a Wal-Mart store in Fort Collins. They estimate that nearly 600 handbills were given out during the store's grand opening celebration. Five Wal-Mart stores in the area have received the same treatment from Local 510.

New Officers Sworn in Puerto Rico

Local 2775, Ponce, P.R., was recently reactivated and new officers were sworn in by Representative Guillermo Ryan. Honored guests at the swearing-in ceremony and celebration that followed at the Siboney Restaurant were Joseph Lia, general executive board member for the First District, and Manuel Colon, president of the Puerto Rican District Council.

Board Member Lia spoke briefly to those gathered, outlining the importance of unity and the value of strengthening the union to enhance the future and well-being of its workers and their families. A new organizing program has recently begun on the island.

'Get-on-Board'



Local 1764, Marion, Va., members are continuing their successful organizing "Get-on-Board" campaign. In less than six months, more than 114 new members were signed on—with more to come. Members who received UBC jackets for their campaign efforts, pictured above, from left, are Linnie Leonard, Sammy McClure, Danny Havens, and Benny Lyons. Havens was also awarded a watch for signing up 23 new members.

Carpenter/Red Cross Blood Drive in LA

Responding to a call from the UBC to join the AFL-CIO's first national blood drive since World War II, the members of the Los Angeles District Council of Carpenters turned out in force on a recent Saturday.

By the end of the day, 66 pints of blood had been collected by the Red Cross volunteers. The event was organized by Council Secretary-Treasurer Paul Miller and Ar-

mando Vergara, his administrative assistant, with the cooperation of the Joint Apprenticeship and Training Committee. The blood drive received the full support of all the affiliated locals and their families. A barbecue meal was prepared for all the donors by Gary Young and Gene Van Winkle.

Red Cross representatives thanked the Carpenters for their support saying that "Without the generous support of union members and their families we could not begin to meet the need for blood."



Local 1607, Los Angeles, Calif., apprentice Robert Bridges tends the grill and serves up a burger to a fellow Local 1607 member, John Foster.

Iowa Members Aid Hospital Families

Members of the Five Rivers, Iowa, District Council of Carpenters and Laborers Local 1238 installed new playground equipment, picnic tables, benches, and a handicapped access ramp at the Iowa City Ronald McDonald House. About 25 volunteers worked in 90° heat to erect the redwood playground equipment that had been purchased from Miracle Recreation Equipment Co.

The facility itself was built on leased ground owned by the University of Iowa Hospitals and Clinics. It houses families who have children at the University Hospital, providing a low cost and supportive atmosphere for them during their stay.



Donors lined up at the door to sign in, proceeded to the nurses to have their histories and health checked, and then climbed onto the tables for the donation.

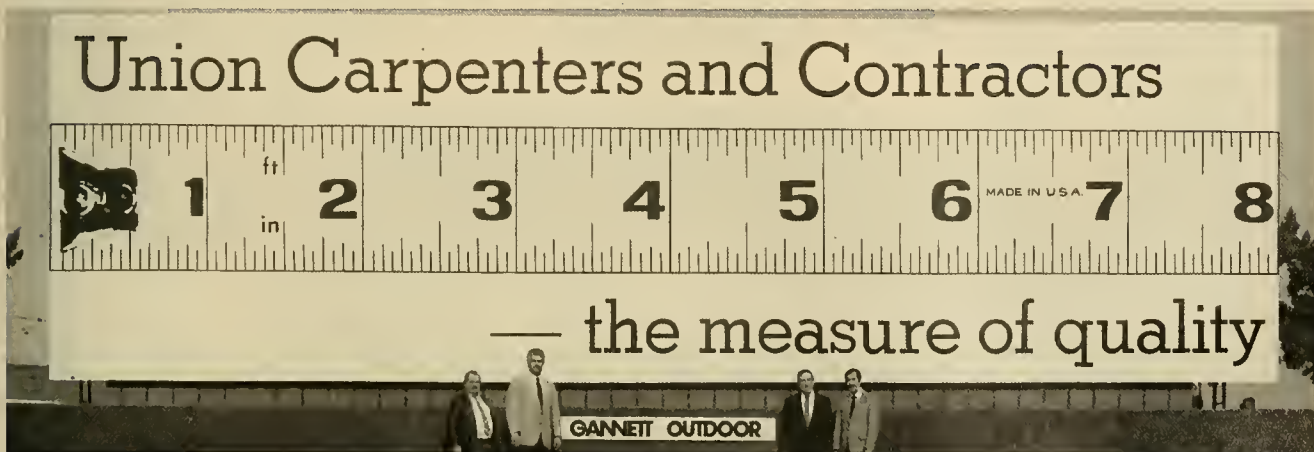
USS Essex Reunion

UBC members from the Five Rivers District Council in Iowa worked hard to complete the playground at Ronald McDonald House so that the children there could enjoy it.

Max R. Boschke of Local 2337, Milwaukee, Wis., is searching for shipmates for the 18th annual reunion of officers and men who served aboard the aircraft carrier *Essex*. All ship's company, air groups, and embarked staff are cordially invited to Milwaukee, Wis., June 10-12. For more information, Boschke's address is 5057 S. 19th Street, Milwaukee, WI 53221.



Southern California Billboards Show Brotherhood Pride



As part of an ongoing program to show pride in their craft and to raise public awareness of the benefits of using all-union labor, the Southern California Conference of Carpenters has placed billboards like this in locations throughout the region.

Shown from left, at the unveiling of the first of the boards are Jack Scott, San Bernardino-Riverside District Council, Paul Miller and Doug McCarron, Los Angeles District Council, and Bill Perry, Orange County District Council.

Official Counts Don't Include Nearly Half of the 'Real' Unemployed

Nearly 14.9 million Americans are unemployed or underemployed, according to the National Committee for Full Employment. That's nearly double the 8 million counted by official tallies; and the real unemployment rate of 12.3% is also close to twice its official counterpart, 6.7%.

The NCFE calculations take into the account the 5.8 million people who are forced to work part time because they can't find full-time work and the 1.1 million who have given up looking for work, as well as the official 8 million counted by the Department of Labor.

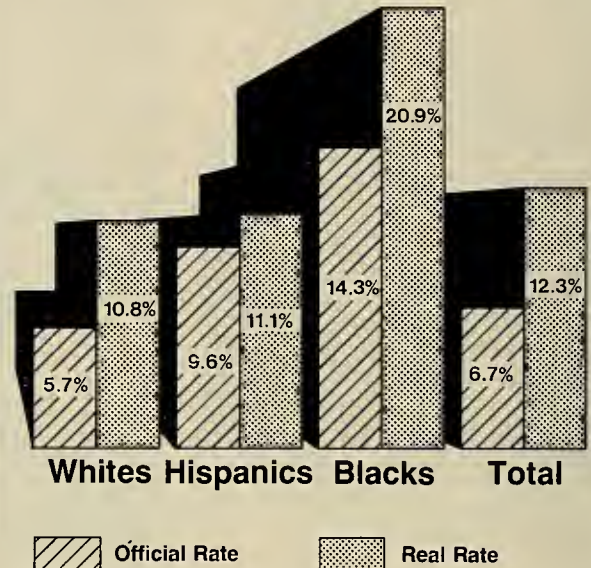
In February, the number of people working part time who wanted full-time jobs rose dramatically—by almost 300,000. While job growth kept pace with the normal growth in the labor force and showed a gain of 340,000, 85.6% of the increase was in the service-producing sector where both lower-paid and part-time work are concentrated.

The NCFE also reports that real weekly wages continue to stagnate, after falling 1.2% in 1985 and failing to

rise in 1986. Average hourly earnings (in current dollars) did not increase in February, leaving hourly earnings only 1.7% greater than one year ago.

According to NCFE Executive Director Calvin H. George, "The economic upturn since the 1981-82 recession has remained flat for more than two years now with joblessness hovering in the 7% range. Our economy is churning out predominantly service sector jobs that give people few opportunities . . ."

Unemployment Rates—February 1987



AFL-CIO UNION-INDUSTRIES SHOW

June 19-24, 1987

Atlantic City Convention Center

Atlantic City, New Jersey

GIFTS ★ PRIZES

OVER 300 EXHIBITS

★ FREE ADMISSION ★

Tickets may be obtained from your state federation of labor, central labor council, union label council, or the Union Label and Service Trades Department, AFL-CIO, 815-16th Street, N.W., Washington, DC 20006, (202) 628-2131.

APPRENTICESHIP & TRAINING

Apprenticeship Coordinators Meet at General Office



The Apprenticeship and Training Department Field Staff recently met at the General Office in Washington, D.C., to prepare for the upcoming training conference scheduled to be held in Oxnard, Calif., this month. Pictured above, from left, are Danny Harrington, Duane Sowers, Keith Ivy, Anthony Nosu-

chinsky, Peter Gier, Roger Whitney, First General Vice President Sigurd Lucassen, Project Coordinator Spurgeon Styles, Charles Allen, Technical Director James Tinkcom, Dennis Scott, Henry Boone, Doyle Brannon, James Rushton, John Casinghino, and Jay Shiftlet.

Apprentices Build Temporary Fire House

Last November The North Chittenango, N.Y., Volunteer Fire Department Fire House was completely destroyed by fire. The trucks and ambulance were saved, and the city suddenly found themselves in need of heated housing for five fire trucks and the ambulance for the winter.

Within days, a crew of volunteer apprentices and journeymen carpenters were leading in the construction of a temporary fire house. In less than four hours, the crew of workers installed over 6000 square feet of sheet rock, insulated the walls and ceiling, and completed the metal framing.

The project started at 8:00 a.m.; at 3:00 p.m., the ribbon-cutting ceremony commenced and the first fire truck was driven into the new building.

Van Nuys Journeymen



Joining the ranks of the journeymen in Local 1913, Van Nuys, Calif., are the four apprentices pictured above. From left are Joe Steiner, Charles Camarillo, North Hollywood Training Center Coordinator Kashiff Ali, Keith Averno, and Dennis Enriquez.

Mental Health Service



Apprentices from Local 49, Lowell, Mass., were recently involved with a volunteer project for the Mental Health Association of Greater Lowell. The group is building a new clinic and the apprentices donated their services on the job. Each year the apprenticeship committee volunteers on four or five nonprofit organization commu-



Helping on the North Chittenango, N.Y., Volunteer Fire Department temporary fire house, above left, front row, from left, are M. Olmsted, S. Hunter, B. Cole, R. Matthews Jr., and R. Scott. Back row, from left, are Coordinator R. Matthews, D.



Matthews, M. McCarthy, D. Scott, R. Frigon, J. Gonyea, E. Beickert, F. Brooks. Not pictured: Financial Secretary C. Dennis, Vice President L. White, and W. Gardner. The fire house, before its repair, is pictured above right.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SAVES WITH CPR

J. Sam Copeland, business representative, Local 215, Lafayette, Ind., was honored recently by the Tippecanoe County Chapter of the American Red Cross and the Randolph Township Volunteer Fire Department for outstanding volunteer service.

Copeland, who is a member of the fire department, was cited for his performance while on a medical run earlier in the year. He and another fireman found a man slumped over the steering wheel of his car showing no signs of life. The volunteers immediately began CPR and continued their attempts to stabilize the man while waiting for an ambulance. Their efforts, performed beside a country road in sub-freezing weather, were successful, and the grateful patient is now fully recovered.

UNION COUNSELORS

The Eastern Kansas AFL-CIO Community Services Tri-County Labor council recently graduated 21 from a union counselor training program. Among the graduates were two UBC members: Bill Stephan and Gordon Burnett from Local 168, Kansas City, Mo.

CONGRESS INTERN

After working on a variety of jobs with other members of Local 190-L, Minneapolis,



ERICSON

Minn., for six years, Mark Ericson decided to take a gamble. He returned to school and recently received a Bachelor of Science in Public Administration from Winona State University in Minnesota.

Ericson found that understanding contractors were willing to give him work during summer months and school breaks, while his savings from previous years carried him through the other months.

The choice to go back to school was prompted by a Frontlash representative's visit to an apprenticeship meeting. (Frontlash is an organization of college students supporting programs of organized labor.) Ericson, who followed the meeting by attending a Frontlash retreat in Washington, D.C., was bitten by the political bug. He has served an internship on Capitol Hill with a Member of Congress and looks forward to bringing a labor perspective to the Minnesota State Legislature in a few years.

LEGISLATIVE AWARD

Robert Burleigh, recording secretary of UBC Local 3073 at the Navy Yard in Portsmouth, N.H., recently received a special award from the Metal Trades Department of the AFL-CIO for his work on behalf of federal legislation protecting and expanding the U.S. shipbuilding industry. Burleigh was one of 21 members of MTD union affiliates who performed "outstanding leadership in contacting senators and representatives in the last Congress."

"This grassroots effort was coordinated by a legislative committee targeting key bills and amendments. The timing of grassroots letters from Local 3073 and other local unions enabled the department to maximize its ability to oppose President Reagan's build-foreign program and support cargo preference and charter legislation" according to Paul Burnsky, president of the Metal Trades Department.

COMMUNITY SERVICE

At the 20th Annual AFL-CIO Community Services Conference in Indianapolis, Ind., the Community Service Award was presented to a UBC member for the first time. The honored recipient was Ed Brumbaugh, business representative of the Central Indiana District Council. Brumbaugh has consistently dedicated his time and talents to worthy causes in his area and has been recognized on previous occasions for his community service work.

The Local 912, Richmond, Ind., member was joined by several other United Brotherhood members at the conference. Many of them reported it was their first attendance at the event. Among the UBC representatives were Local 2323 members Gina Sordinalli, Sanita Bagrhast, Nancy Clark, and Candy Minniear, Representatives Jim Patterson and Lan Zimmerman, Central Indiana District Council Business Representative Harry Gowan, Retirees Club 27 President Duke DeFlorio, and Third District Board Member Thomas Hanahan.



Edward Brumbaugh, with plaque, and other UBC members attending Community Services conference.

Take Another Look At U.S. Savings Bonds

Dear Brothers and Sisters:

This union made an all-out effort last year to inform you about a major improvement in the Savings Bonds Program—a market-based interest system for bonds. Many of you decided to sign up for bonds through the payroll savings plan, but many did not. Those of you who didn't should take another look at the benefits of bonds and reconsider.

When you buy market-based rate Series EE Savings Bonds, you help yourself to a more secure financial future, and you help America by narrowing the Treasury's need to borrow in the open market, thus lowering interest costs.

The flexibility and fairness of the market-based rate are evident. Savings Bonds keep pace with market rates, no matter how high they may go. Moreover, a guaranteed interest floor protects buyers against steep declines in market rates. Bonds are also easily replaced if lost, stolen, or destroyed.

The payroll savings plan for Savings Bonds offers a disciplined, automatic, and painless method of savings, pay-day after payday. An amount of money you choose is set aside from each paycheck to buy bonds. Within a short period of time, savings accumulate and grow, providing a cushion against the uncertainties of tomorrow.

I hope you will carefully consider joining the payroll savings plan for Savings Bonds. If you are presently enrolled in the plan consider stepping up your rate of saving. There is no safer, easier, or more convenient way to build a savings nest egg for you and for your family than with market-based rate Savings bonds.

Fraternally,

PATRICK J. CAMPBELL
General President

WARNING: Concrete Can Burn You Badly

This article appeared in a recent issue of New England Builder. We reprint it here for the well-being of our members working with concrete.

Too few workers—whether do-it-yourselfers or professionals—realize that wet concrete can severely burn you. We know, because a colleague of ours recently suffered second- and third-degree burns to his knees and shins while screeding a garage slab for 1½ hours.

The burns were caused by the bleed water and wet concrete that leaked into his trousers through holes in the knees. While the flesh was being destroyed, the only sensation he had was a slight irritation. Like many others, he thought he was protected by rubber boots, long pants, and leather gloves. And besides, he thought, concrete is only an irritant.

The ready-mixed-concrete industry and the government have been lax in informing workers about this risk, according to Bruce Stockmeier, an industrial hygienist with 12 years of experience in the concrete industry, and an expert witness in many concrete-burn cases. Although bags of dry portland cement are accurately labeled as a "skin irritant," he says, cement that has been mixed with water becomes a "very serious caustic agent." Cement is even more dangerous when mixed into concrete because of the abrasive action of the aggregate and other caustic substances that might be present.

Furthermore, says Stockmeier, today's concrete is generally more caustic than it used to be because of changes in the manufacturing process (the reclaiming of "fugitive" dust) and the use of additives. The degree of alkalinity varies greatly from supplier to supplier and from batch to batch, he says.

The main caustic agent in concrete is calcium hydroxide which, along with sodium and potassium hydroxides—lyes—and other caustic agents, readily dissolves flesh and can seriously damage the eyes. In fact, an alkali is more damaging to flesh than an acid of equivalent strength, he says. The problem is that most people know enough to fear and respect acids, but not alkalis.

To protect yourself, know the risks, and what precautions to take. In general, workers should wear protective

CAUTION FRESH CONCRETE

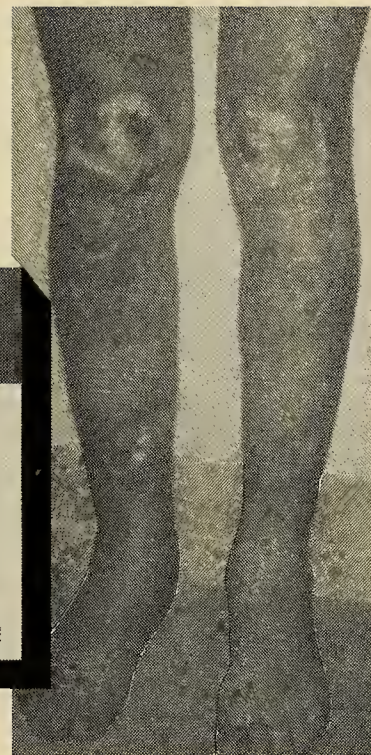
CAN CAUSE BURNS AND EYE INJURY!

- Wear Protective Clothing
- Avoid Skin Contact
- Wash Exposed Skin Areas Promptly with Water

If Concrete Gets into Eyes Rinse Immediately with Water and Obtain Prompt Medical Attention

KEEP CHILDREN AWAY FROM FRESH CONCRETE

The sticker above will be offered this spring by the National Ready-Mixed Concrete Association to its member contractors. Workers who ignore the warning can end up with severe burns such as these, above right, suffered recently by a man screeding a small slab.



Safety Precautions

Take these simple precautions to avoid skin contact with cement powder, freshly mixed concrete, grout, or mortar.

- Wear rubber boots high enough to keep out cement products. Tops of boots should be tight to protect feet.
- Wear rubber gloves to protect hands.
- Wear long pants tucked inside boots to protect legs.
- Wear knee pads when finishing concrete to protect knees.
- Wear long-sleeved shirts buttoned on the sleeves and neck to protect upper body and arms.
- Wear tight-fitting goggles when handling cement powder to protect eyes.

Don't take chances—"An ounce of prevention is worth a pound of cure."

clothing and promptly wash off any concrete that comes in contact with the skin. If it gets in someone's eye, flush the eye repeatedly with clean water and seek medical help.

To increase awareness and protect themselves from liability, some ready-mix contractors now include a warning card with the job ticket, such as the one shown above. Also, the National

Ready-Mixed Concrete Association will soon make available to its members a warning decal for their concrete trucks.

A pamphlet that contains the basic safety precautions, called *Working Safely with Concrete*, is available for 45 cents from the Portland Cement Association, 5420 Old Orchard Road, Skokie, IL 60077.

Comment Period On Proposed Construction Standards Extended

The U.S. Occupational Safety and Health Administration has extended until June 1 the public comment period on its proposed revision of existing standards covering scaffolds, fall protection, and stairways and ladders.

The proposed revisions, published in the Federal Register Nov. 25, 1986, would update and clarify standards protecting an estimated 3.9 million workers in the building industry.

Comments and requests for a public hearing on the proposal were originally due February 24. However, because of the number and complexity of the issues involved, the agency has extended the deadline. Comments and requests for a hearing, in quadruplicate, must be postmarked no later than June 1, and sent to: OSHA Docket Officer, Room N3670, Third St. and Constitution Ave., N.W., Washington, DC 20210. Comments on scaffolds should be sent to Docket No. S-205; fall protection to No. S-206; and stairways and ladders to No. S-207.

New Feet-Inch Calculator Solves Building Problems In Seconds!

Simple to use, time-saving tool that works with ANY fraction to 1/64th

Now you can solve all your building problems right in feet, inches and fractions—with the all new **Construction Master™** feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

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You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.



New calculator solves problems right in feet, inches and fractions. On sale for \$89.95.

Plus the Construction Master™ actually displays the dimension format of your answer right on the large LCD read-out—sq. feet, cu. yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

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Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The new Construction Master™ also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

And the Construction Master™ is compact (2-3/4 x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no adapter needed—you can take it anywhere!

And the Construction Master™ comes with easy-to-follow instructions, full 1-Year Warranty, easily replaceable batteries (avg. life 1,000 hrs.) and vinyl carrying case—an optional custom-fitted leather case is also available.

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Thousands of builders turn to the Construction Master™ everyday.

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"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robin Logan, Robin Logan, Inc., Salt Pt., NY

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Cons. Master	\$89.95	\$3.50 each calc.	\$
Leather case	\$10.00	<input type="checkbox"/> Brown <input type="checkbox"/> Bugundy	\$
Gold Initials	\$1 per initial		\$
Qty. Disc. 5-9 \$84.95 • 10+ \$79.95	Calif. residents 6% tax		\$
Plus FREE Shipping			TOTAL \$

Name _____

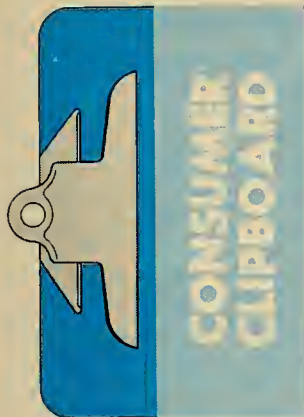
Address _____

City/ST/Zip _____

☐ Check ☐ VISA ☐ MasterCard

Account No. _____ Exp Date ____/____/____

Sign Here _____ CP-5/87



Insurance Agents Who Bilk Consumers

Insurance companies have been overcharging American consumers to the tune of \$5 to \$10 billion, says Consumer Federation. Here are the hard insurance facts that can affect your own family pocketbook.

Life insurance policies are overpriced and insurance agents are reluctant to provide consumers with the product and cost information necessary to make effective cost comparisons.

The result is excess costs to consumers of \$5 to \$10 billion per year, the Consumer Federation of America charged in a report.

The report entitled "Confusion and Excess Cost: Consumer Problems in Purchasing Life Insurance" is based on over 200 interviews by researchers—posing as young, first-time customers attempting to buy life insurance—in eight states (New York, Massachusetts, Maryland, Virginia, Ohio, Wisconsin, Minnesota and Illinois).

"The industry is pushing very complex policies (called universal policies) that combine an insurance and an investment component," Dr. Mark Cooper, CFA's Director of Research said, "but agents are very reluctant to give consumers the information they need to make informed choices. We found that consumers would be better off buying a good basic (term) insurance policy and putting what they save on premiums in the bank."

- A 25-year-old consumer would be about \$200 per year better off over the first 20 years by buying the best term policy available instead of the average universal policy we received.

- Even compared to the best universal policy received, the 25-year-old consumer would be about \$100 per year better off.

Based on these comparisons and a conservative estimate of the cost of current insurance, the report estimates that, over the long run, excess costs of \$5 to \$10 billion per year can be weeded out of the system with more informed consumer choices. It identifies three sources of excess cost to consumers.

- high agent commissions on non-term policies,

- high insurance costs embedded in existing policies and

- potentially inferior returns on the investment component.

"Agents should have been very interested in a first time buyer because there is a great deal of repeat buying of insurance," Cooper said, "but agents act as if they are afraid to give out information to consumers."

- Agents go so far as to ask the consumer if he were planning to comparison shop and refused to send the information if he said yes.

- In many cases, before they mailed out their policy illustrations, they tore off the pages that provide the most useful cost information for consumers.

- Agents claim that there is a 1% or 2% difference in costs, but we found differences as large as 200%.

- Agents disparage other companies' assumptions about interest rates for purposes of cost comparison, then they turn around and try to sell their own company's assumptions.

Among the report's key finding on information practices are:

- Only 56% of the agents were willing

Continued on Page 31

New Social Security Wage Base for 1987

The new maximum wage base subject to Social Security tax deductions in the United States is \$43,800. This is up from \$42,000 for 1986. The net effective tax rate of 7.15% remains the same.

Social Security beneficiaries under age 65 may have earnings up to \$6,000 in 1987 without any effect on their monthly checks. This is up from the allowable earnings amount of \$5,760 for 1986.

Beneficiaries age 65 or older may earn up to \$8,160 in 1987, up from \$7,800 in 1986. One dollar will be withheld from the Social Security benefit for every \$2 in earnings above these allowable amounts.

Beneficiaries can have unlimited earnings after attainment of age 70 without any effect on their Social Security payments.

For further information, beneficiaries may contact their local Social Security office.

New Tax Law Requires Numbers for Children

The Tax Reform Act of 1986 (Section 1524) requires taxpayers to show a Social Security number for each dependent five years of age and over whom they claim for tax purposes beginning with the returns filed in 1988 and later.

This provision is designed to reduce tax evasion in cases where parents filing separate returns both claim the dependent for tax purposes, a growing area of revenue loss, according to Internal Revenue Service officials.

About two-thirds of all young people already have a Social Security number. Those who now have a number will not have to get another one. It is estimated that about nine million additional persons will need Social Security numbers to meet the requirements of the new law. The agency normally issues about six million new Social Security cards and six million replacement cards annually.

Bottlenecks—Because of the possibility that the huge volume of applications may create bottlenecks in Social Security offices, schools and community organizations are being asked to assist in taking applications for Social Security numbers. The Social Security office will provide more detailed information on the nearest place for applying for a Social Security number in the near future.

Parents—Parents may apply for a Social Security card for their dependents by phone, mail or in person. They must complete an "Application for a Social Security Number" card (Form SS-5). A person 18 or older or an individual born outside the U.S. must apply in person. In any case, proof of birth, identity and citizenship or lawful alien status is required with the application. A parent who visits a Social Security office to apply for a child must provide proof of his or her identity as well as that of the child.

Proof—A public, hospital or religious birth record can generally be used as proof of date of birth and citizenship. Acceptable proofs of identity include hospital or physician records, school records, vaccination certificates, welfare records, library cards and membership cards in youth organizations.

Call or visit your local Social Security office for further information.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Middle Aged at 65 By the Year 2000

By the Year 2000, people 65 years old or older will be America's biggest health concern. But these senior citizens will be much healthier than the same age group today and will no longer be considered elderly, according to a prediction by a Chicago health care consultant.

"The life expectancy should be about 90 by then, and 65 will be middle aged," says Jeff Goldsmith, a consultant to Ernst and Whinney of Chicago.

Annual Hampton Retirees Party

Local 3130, Hampton, S.C., held its Eighteenth Annual Retirees Christmas Party at the James A. Parker union hall. About 250 retirees and their guests enjoyed the delicious meal that was prepared by Muriel Mixson. Each retiree was given a box of fruit by the local and a turkey by Westinghouse.

Honored guests included several union officials and Westinghouse representatives. James Parker, the former director of organizing at the UBC General Office, was on hand for the festivities in the hall that bears his name. He was instrumental in organizing the workers in Hampton in the early 1950s.

The local began honoring retired members who had worked at the Westinghouse Mircarta plant in December 1969. Since then the number attending the party has grown each year.



Above left, retirees socialize with old friends and co-workers. Above right, Jim Parker enjoys the festivities.

Houston Club 54 Passes 100 Members

A recent report from Retirees Club 54 President Johnny H. Walsh indicates that the Houston, Tex., club is going strong. The club has surpassed the 100-member mark and plans to continue to build upon this strong base.

Current members encourage participation in club activities such as holiday parties. Last December some 70 members and their guests were treated to a fabulous spread at the club Christmas party. Other festivities are in the works.



The Christmas party committee of Club 54 earned praise for its hard work.

Grand Falls Retirees



Four recently retired members of Local 2564, Grand Falls, Nfld., were presented jackets and caps by the local. Pictured above, from left, are members Benjamin Luff, Ewart Brace, Alvin Faulkner, and Leonard Quinlan.



Beware High Fees For Benefit Appeals

Social Security regulations in the United States say lawyers should not be paid more than \$75 an hour for their work in appeals cases, and they should receive only slightly more in cases deemed exceptionally complex.

In spite of this, some attorneys are gouging their elderly clients for their legal services on social security benefits.

Lenient hearing officers have ignored regulations and, in effect, allowed private lawyers to bill Social Security disability recipients up to \$750 an hour for legal services, costing claimants millions of dollars a year, an agency audit says.

In 1984, the latest year evaluated, people who were denied benefits and then won appeals paid \$23.6 million in unreasonably high fees to attorneys, according to the audit by the Department of Health and Human Services inspector general's office.

As a result, the auditors recommended reforms to more tightly regulate the amount of money that can be charged for legal representation in these types of cases.

The audit said "vague, complex, and inadequate" regulations are allowing lawyers—usually working on a contingency basis where they collect only if they win—to reap up to 25% of any past due benefits owed to claimants.

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Angered Workers

Continued from Page 21

liabilities for those vested in the plan.

On Jan. 29, 1987, Reeves Brothers notified the PBGC of its intent to terminate the pension plan covering its salaried employees. The PBGC has 60 days to decide on the legality of the proposed termination.

For a chance to question Sovran Bank representatives, the Reeves workers drove eight hours to Richmond. When they began leafletting outside the bank headquarters, they were invited inside along with about 30 Richmond-area trade unionists, including Virginia AFL-CIO President David Laws and Secretary Treasurer Daniel LeBlanc.

The group continued leafletting passers-by before going to a second-floor meeting room in the Sovran Center, where the bank provided coffee, pastries and chairs. The workers refused the "thanks for stopping by" hospitality and chose to stand and wait.

Bank officials never made it to the meeting room during the half-hour the workers waited. Twice the group headed for the 14th floor offices of the Sovran executives, but bank security guards turned off power to the elevators. The group was reassured that Sovran officials would meet with them.

"Let me tell you," said Annette White, a leader of the group, "these folks didn't know who they were picking on when they decided to take our pensions. We're gonna fight them all the way."

Retired hourly workers from Reeves receive pension benefits that average less than \$60 a month. Clifford Graham, who retired last year after 17 years with the company, receives a monthly check of just \$44. "Without that little bit of money, I don't know how I'd make it," Graham told reporters.

"We demand that the excess funds be used to improve our pensions," said Sharon Van Auken, another Reeves worker. She explained that the company repeatedly told local bargainners than the pension plan was "underfunded" and that it had "no plans to terminate the funds."

Reeves hourly workers put in three 12-hour shifts a week, with no time-and-a-half after eight hours daily. Salaried workers, who are on a five-day, 40-hour week, are paid time-and-a-half after eight hours, Van Auken said.

Reeves workers left the bank just as city police arrived in the bank's lobby. After boarding a bus to go back to their motel rooms, the workers sang "We shall overcome." They promised further demonstrations at other banks until their questions are answered.

UBC

Strong Trade

Continued from Page 19

Finance Committee, AFL-CIO President Lane Kirkland voiced criticism of what he called "the systematic mercantilistic policies of other countries to discourage imports and expand exports to the U.S. market." Committee Chairman Bentson no doubt summed up a majority sentiment when he stated that reducing the trade deficit "demands that we put in place a coherent, consistent trade policy for this country."

UBC

Consumer Clipboard

Continued from Page 29

to discuss exactly the policy about which the consumer inquired.

- Only a fifth of the agents were willing to provide the Interest Adjusted Net Cost Index, which is the standard cost measure for insurance policies.

- A third of all agents simply refused to discuss cost in any form.

- Over 60% of the agents failed to send enough information for the consumer to actually be able to estimate the cost of the policy and compare it to other policies.

UBC

Double Breasted Bills Expect Quick Action. Write Letters Now!

Action by the U.S. Congress on the proposed Construction Industry Contract Security Act—the so-called Double-Breasted Bills—may come at any time. It's important that every UBC member who values his union wages and working conditions writes to his or her congressman and senator in support of this legislation.

Keep your letter brief and get to the point quickly. The House bill is HR 281. The Senate bill is S.492. You might write something like this:

Dear Congressman (or Congresswoman or Senator):

The practice by some construction contractors of operating both union and non-union work crews ("double breasting") through two or more competing companies under the same ownership is unfair to many workers of your state.

(HR 281 or S.492, whichever applies) would eliminate double breasting and give pre-hire agreements in the construction industry the same status under the law that collective bargaining agreements in other industries enjoy.

This legislation is the United Brotherhood of Carpenters and Joiners number one legislative priority before this Congress. Its passage will be of value to every union construction worker in your constituency.

Sincerely



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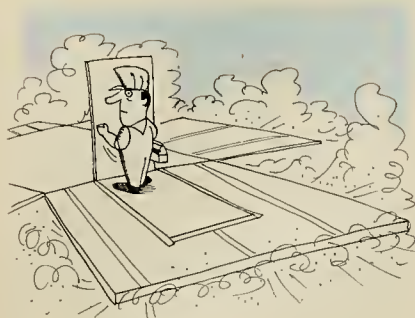
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JUSTICE SERVED

A newly-appointed justice was not familiar with the code and when a bootlegger appeared before him he was at a loss as what to fine him. He called up the old justice saying, "I've got a bootlegger here. What should I give him?"

"Don't give him over \$4 a quart," replied the old justice. "I never did."

—Maurice Howes
Local 260
Berkshire Co., Mass.



SOUNDS OF SILENCE

After telling his patient to put out her tongue, the doctor began writing out the prescription. When he had finished he turned to her and said, "There, that will do."

"But doctor," she protested, "You didn't even look at my tongue."

"Didn't need to," the doctor replied. "I just wanted to keep you quiet while I wrote the prescription for you."

—Maurice Howes
Local 260
Berkshire Co., Mass.



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NOT SO FUNNY

The trouble with political jokes is they often get elected.

BE AN ACTIVE MEMBER



DISCONNECTED

The teenage daughter had been on the family telephone for half an hour. When finally she did hang up, her father said sarcastically, "You usually talk for two hours. What stopped you this time?"

"Wrong number," replied the daughter.

—Maurice Howes
Local 260
Berkshire Co., Mass.

ONE PLUS ONE?

After landing on Mt. Ararat, Noah said to the animals of the ark, "Go forth and multiply!"

A little later Noah found two snakes still on the ark.

"I told you to go forth and multiply!"

"We can't," said one of the snakes, "we're adders."

SUPPORT 'TURNAROUND'

NO SECOND SHOW

Passenger: Do these ships sink often, captain?

Captain: No, ma'am. Usually just once.

ATTEND YOUR LOCAL MEETINGS

ASK FIRST

The new bride was bragging to her husband. "The two best things I prepare are meatloaf and peach cobbler."

The bridegroom replied, "Well, which is this?"

THIS MONTH'S LIMERICK

There was a young man named Murray
Who said to his wife, "Don't you worry."

"I'll hammer and saw
'Till my fingers are raw
And build you a home in a hurry."

—Leslie E. Veit
Retiree, Local 1462
Bucks County, Pa.

BOYCOTT L-P PRODUCTS

BATTER UP AND OVER

Two elderly women arrived at a baseball game just in time to see the batter hit a home run. Twenty minutes later, the same batter hit another home run.

"Let's go," said one woman to the other, "This is where we came in."

LOOK FOR THE UNION LABEL

THE BREADWINNER

Two youngsters playing cowboy hitched their stick horses to a fencepost and swaggered to the crate that served as their saloon. The older lad pushed back his hat, pounded the crate, and in his deepest voice demanded, "Gimme a rye." The younger boy imitated his friend's gestures, then sang out, "And I'll have a whole wheat."

USE UNION SERVICES

JUNGLE JINGLE

Overheard on the telephone:
"Hello, operator, I'd like to speak with the king of the jungle."
"I'm sorry, that lion is busy."

CARPENTER

Service To The Brotherhood



Glen Falls, N.Y.—Picture No. 1

GLENS FALLS, N.Y.

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Local 229 recently celebrated its 100-year anniversary at Lake Luzerne, N.Y. First District Board Member Joseph Lia was on hand for the celebration and the presentation of service pins to members.

Picture No. 1 shows 60-year member Francis Terry, left, receiving a pin and commemorative plaque from Board Member Lia.

Picture No. 2 shows 45-year members Fred Carey, left, and Cornell Hall.

Picture No. 3 shows 40-year members Allan Flewelling, left, and Andrew Borix.

Picture No. 4 shows 35-year members, from left: Hershell Wright, C. Powell South, Harold Flynn, and Robert DeMarsh Sr.

Picture No. 5 shows 30-year members, from left: Edgar Eggleston, Joseph Burlett, Joseph Dadis, Raymond Allen, Joseph Winans, Henry Allen, James D'Arrigo, James Didio, and Howard Dickinson.

Picture No. 6 shows 25-year members, from left: Robert Combs, Joseph Whalen, and Howard Harris.

Picture No. 7 shows 20-year members, from left: James Rivette, Eugene Blackburn, John Sidusky, Richard Eggleston, George Sweet, and Arnold Graham.

Picture No. 8 shows the anniversary cake with, from left, Business Agent Phillip Allen, President Edgar Eggleston, and Board Member Lia.



Glen Falls, N.Y.—Picture No. 2



Glen Falls, N.Y.—Picture No. 3



Glen Falls, N.Y.—Picture No. 4



Glen Falls, N.Y.—Picture No. 6



Glen Falls, N.Y.—Picture No. 8



Glen Falls, N.Y.—Picture No. 5



Glen Falls, N.Y.—Picture No. 6



Manchester, N.H.—Picture No. 1



Manchester, N.H.—Picture No. 2



Manchester, N.H.—Picture No. 3



Manchester, N.H.—Picture No. 4



Manchester, N.H.—Picture No. 5



Manchester, N.H.—Picture No. 8



Manchester, N.H.—Picture No. 6



Manchester, N.H.—Picture No. 7

MANCHESTER, N.H.

Local 625 recently had a service pins award banquet at the Chateau Restaurant to honor members with longstanding service.

Picture No. 1 shows, from left, President Roland Bellerose; with George Chalmers Jr., 60 years; Aime Lemay, 65 years; Leo Dion, 60 years; and Business Agent Daniel Courchesne.

Picture No. 2 shows 20-year members, front row, from left: Francis Laughlin, Paul Quintal, Panagiotis Lazos, David Gallagher, and Ronald Blais.

Back row, from left: Richard Trottier, Ken Perkins, Michael Lacondrada, Raymond Guilbeault, Raymond Bergeron, and Walter Allard.

Picture No. 3 shows 25-year members, front row, from left: Roland Roy, Roger Lavalley, Michael Wiercholek, Paul LaRoche, and Albert Parent.

Back row, from left: Maurice Dewyngaert, Armand Boucher, Aurele Bellerose, Lucien Breault, Charles Dusseault, Roland Bellerose, and Andre Zajac.

Picture No. 4 shows 30-year members, front row, from left: Paul Goupil, Raymond Courchesne, Real Breault, and Roger Bellerose.

Back row, from left: Robert Martel, Rudolph Roy, Edward Vigneault, Fred Temple, and Richard Plourde.

Picture No. 5 shows 35-year members, front row, from left: Walter Martle, Walter Poulin,

Marcel Pinard, and Hector Gemache.

Back row, from left: Armand Caron, Harold Melhorn, and Alexander Legence.

Picture No. 6 shows 40-year members, front row, from left: George Lacombe, Armand Caron, Edward Bourbeau, Fred Ebol, Edward Bernard, and Ziz Koyiades.

Back row, from left: Arthur Kallenberg, Joseph Isabelle, Roger Faucher, Ernest Herous, Julien Blais, and Andre Gellinas.

Picture No. 7 shows 40-year members, front row, from left: Leo Lemaire, Henry Nadeau, Edward Stepanian, Edward Soucy, and Edgar Rouleau.

Back row, from left: Alpee Lavalley, Leo Ladieu, Roland St. Pierre, and James Wells.

Picture No. 8 shows 45-year members, front row, from left: Samuel Martel, Gerard Paquette, Henry Gilchrist, and Robert Bouvin.

Back row, from left: Oscar Dsekx, Roger Weaver, and Alpee Janelle.

Picture No. 9 shows 50-year members, from left: Joseph Proulx, Carl Anderson, Leon Doiron, and Joseph Keane.



Manchester, N.H.—Picture No. 9



Houston, Tex.

HOUSTON, TEX.

Local 213 member Johnny H. Walsh was recently presented a 45-year pin for his dedicated service to the United Brotherhood. Pictured at left is Brother Walsh receiving his pin from James Alfred, Local 213 business agent.



Kansas City, Kan.—Picture No. 1



Kansas City, Kan.—Picture No. 2



Kansas City, Kan.—Picture No. 3



Kansas City, Kan.—Picture No. 4



Rochester, Minn.—Picture No. 1



Cheyenne, Wyo.

ROCHESTER, MINN.

Local 1383 recently held a pin presentation ceremony to honor members with longstanding service.

Picture No. 1 shows 40-year members, seated, from left: H.J. Schoenmann and Raymond Adler.

Standing, from left: Ellsworth Gunderson, Melvin Betcher, Frank Domaille, Charles Hammond, Harold Flanders, and Bernard Tloughan.

Picture No. 2 shows 30-year member Lavern Olson.

Not pictured but receiving pins were **45-year member** Harley Lark; **40-year members** Robert Ferguson, Halvor Smidt, Harold



Picture No. 2

Hovel, Merle Sawyer, Michael Balloy, Laurence Crowson, Joseph Lamina, Charles Peterson, Ernest Niemeyer, and Ralph Anderson; **35-year members** Peder Norman, Raymond Chapman, and John Rueb; **30-year members** Frank

KANSAS CITY, KAN.

Local 1529 presented pins to members with 25 to 60 years of service at the local's annual picnic.

Picture No. 1 shows longtime members, from left: 50-year member Russell O'Dell, and 45-year members George Abel, Harry Saltzman, and Ben Fergula.

Picture No. 2 shows Arthur Sage, right, receiving a 40-year pin from his son, Local President Arthur Sage.

Picture No. 3 shows members, from left: Frank Kandlbinder, 40 years; Ervin Knight, 40 years; Earl Miller, 40 years; James Bevan, 40 years; Andrew Pedrow, 45 years; and Charlie Selig Jr., 40 years.

Picture No. 4 shows members, front row, from left: Robert Fellers, 25 years; Ivan Owen, 25 years; Ronald Danaday, 35 years; Charles Ralston, 35 years; Glen Dutro, 35 years; Albert Lister, 35 years; and Foster LaBar, 35 years.

Back row, from left: Frank Shomin, 25 years; Ivan Barney 35 years; Robert House, 30 years,

and Richard Reischman, 35 years.

Receiving pins but not pictured were **60-year member** Chet Row; **45-year members** John Bowman, LeRoy Galloway, Ralph Hasten, W. A. Heater, Lloyd Peterson, Adam Rider, James Wilkerson, and Robert Wilkerson; **40-year members** David Binder, Ralph Brock, Kenneth Burkhart, Ross Cole, James Edwards, Fred Goss, Edward Guth, Melvin Hinkle, Carl Hoffman, Paul Hultmar, Francis Kennedy, Lyman Kreig, Neithel Lewis, and Tolly Lugenbeal; **35-year members** Ivan Barney, William T. Davidson, A. O. Davis, Clyde Dougan, Robert Gallagher, Earl Gard, Edgar Gard, H. G. Henerson, John Mathia, Carl McDaniel, Charles Neeland, W. D. Peterson, Henry Selig, Rolla Smith, Eugene Ward, and Martin Wright; **30-year members** Ralph Gerit, Leonard McCale, John Schulte, Louis Schmiedler, Everett Skaggs, and Maurice Sweeten; and **25-year members** Ray Carpenter, Oran McClaskey, Buddy McDowell, Leo Pfannes, William J. Ruby Jr., and Sam Waltrip.

Reimers and Paul Larson; and **25-year members** Henry Betcher and Walter Rahrmann.

CHEYENNE, WYO.

A group of Local 469 members recently received pins for longtime membership in the UBC.

Pictured, kneeling, from left: Harrison Darrah, 45 years; John Gaines, 30 years; Melvin Seymour, 25 years; and Dean Van Zant, 30 years.

Standing, from left: Jamy Romero, 35 years; Delmer Anderson, 25 years; John Reid Jr., 25 years; T.C. Stogsdill, 25 years; Walter Moberger, 40 years; and Everett Glenn, 30 years.

Also receiving pins but not photographed were: **20-year member** Charles Liston; **25-year members** Gordon Christensen and Perry Moe; **30-year members** Val Call and Ernest Haskell; **35-year members** George Brox and Bryce Newhouser; **40-year members** Albert Hobbs and N.E. Locke; and **50-year member** Horace Platek.



Jackson, Tenn.

JACKSON, TENN.

Local 259 recently had a dinner meeting to award lapel pins to members of 50 and 55 years of service. The dinner party was a great success, uniting some members that had not seen each other for thirty years.

Pictured, from left: 55-year member Malcolm Jennings, Local President Barry T. Mayo, and 50-year members George Moss, L.E. Murchison, Albert Fly, and Charles Beard.

Receiving a 50-year pin but not pictured was H.L. Gaba.



Chicago, Ill.—Picture No. 1

CHICAGO, ILL.

Local 1 recently held its annual pin party, honoring members with 25 to 45 years of UBC service.

Picture No. 1 shows 25-year members, from left: President Mancini, Ernie Reed, and Ex-President Vollmer.

Picture No. 2 shows 30-year members: Fred Boyd, Dan O'Leary, H. S. Brown, Bob Coffman, John Fitzsimons, Nick Nikonez, Dan Penar, and Joe Sabath.

Picture No. 3 shows 35-year members: Casimir Vrsic, Joe Ziubrzynski, Wm. Weiler, August Vollmer, Val Sodeika, Ernie Rizzo, Rich Resner, Al Paulin, Vince Palella, Jake McKenny, and Frank Maracic.

Picture No. 4 shows 40-year members: Ed Blaha, Joe Budz, George Conner, Perry

Dalianis, Fred Dykstra, Blas Granato, Ray Reideman, Lou Hirz, Jessie Ingalls, R. Meentemeyer, John Motto, George Paulin, Ray Poteracki, Roman Sliwa, Ed Szurgot, Frank Westerlund, Werner Wick, and Leo Witkowski.

Picture No. 5 shows 45-year members: Chas. Claxton, Mike Connolly, Jerry Gialka, and Bob Seger.



Chicago, Ill.—Picture No. 5



Chicago, Ill.—Picture No. 2



Chicago, Ill.—Picture No. 3



Drexel Hill, Pa.



Chicago, Ill.—Picture No. 4

DREXEL HILL, PA.

The members of Local 845 recently gathered to award service pins to those members who had longstanding service to the United Brotherhood.

Pictured are, from left: Ralph Lowden, 35 years; Charles DeFabio, 30 years; Bill Kohler, 25 years; Frank Smith, local president; Pete Holm, 45 years; John Vandergast, 40 years; Alan Crampton, 30 years; and Joe Gedeika, 25 years.

HAGERSTOWN, MD.

Members of Local 340 recently received service pins ranging from 25 to 50 years.

Pictured, seated, from left: Robert Jones, William Diffenderfer, Robert Gordon, Fred Davis, Raymond Moats, and George Armstrong.

Standing, from left: Wayne Burger, Representative Leo Decker, Kenneth Palmer, Glen Turner, Lee Yeates, Charles Miller, and Business Representative Kenneth Wade.



Hagerstown, Md.

in memoriam

The following list of 588 deceased members and spouses represents a total of \$1,033,813.50 death claims paid in February 1987; (s) following name in listing indicates spouse of members

Local Union, City

- 2 Cincinnati, OH—Ollie B. Hall.
- 3 Wheeling, WV—Delbert Lee Wolff, Martha M. Kinzy (s).
- 4 Davenport, IA—Alberta Carter (s), Floyd Winckler, Leonard Nissen.
- 6 Hudson County, NJ—Helen Sullivan (s), Vincent DeMercurio.
- 7 Minneapolis, MN—Arvid Hanno, Eleanor B. Erickson (s), Jerome Hempel.
- 8 Philadelphia, PA—Charles J. Ivins.
- 10 Chicago, IL—Samuel E. Wenstrom.
- 12 Syracuse, NY—Robert J. Blewett.
- 13 Chicago, IL—Thomas F. Stennis.
- 14 San Antonio, TX—Clarence A. Hazlegrove, Frank A. Hernandez, Elmer O. Strom, Georgia W. Breyfogle (s), Vernon R. Pursley.
- 48 Fitchburg, MA—Roger J. M. Richard.
- 50 Knoxville, TN—Gordon P. McCarrell, Susan Moore (s).
- 54 Chicago, IL—Charles Irvn Ogden, Grace Burandt (s), Louis Krenek, Paul Baal, William Ferrari.
- 56 Boston, MA—George H. Butt.
- 58 Chicago, IL—Carl G. Wilson, Herkki E. Vanninen.
- 60 Indianapolis, IN—Helen I. Buis (s).
- 61 Kansas City, MO—Alice Olivine Steva (s), Micahel L. Demint, Roy D. Kirby, Wayne Evans.
- 62 Chicago, IL—Ralph Walstra.
- 63 Bloomington, IL—Clarence A. Rettke.
- 66 Olean, NY—George W. Briggs, Helen L. Spence (s).
- 71 Fort Smith, AR—James A. Frazier.
- 74 Chattanooga, TN—Mary J. Foote (s).
- 76 Hazelton, PA—Olga Kutskiel (s).
- 80 Chicago, IL—Clara D. Krogman (s).
- 87 St. Paul, MN—James Collieran, John B. Stache, Kenneth Pedersen.
- 94 Providence, RI—Agustin Sanchez, John A. Pagliarini, Romeo J. Plourde.
- 101 Baltimore, MD—Luther T. Matthew, Michael E. Watnoski.
- 102 Oakland, CA—Arvel Archie West, Donald L. Erickson.
- 103 Birmingham, AL—Edward O'Drake.
- 104 Dayton, OH—Herschel I. Toman, Mary Mildred Rose Stone (s), Russell W. Nicholas, William H. Zehr.
- 105 Cleveland, OH—Frank James Calvert, Gordon N. Forsythe.
- 106 Des Moines, IA—Axel M. Jurgens.
- 109 Springfield, MA—Arthur Lamadela.
- 109 Sheffield, AL—Claude M. Haynes.
- 114 East Detroit, MI—Alvin Adams, Edna B. Napoleano (s), Hugh Kay, Michael J. Sammon, Paul Fritz, Robert Gibbons, Walter Newman.
- 115 Miami, FL—Robert King, Samuel Leib.
- 118 Detroit, MI—Charles L. Lowe, Clara Belle Gosse (s), Doris Stiers (s), Ercelle E. King, Frank H. Henderson, James H. Hagerman Sr., Joseph Miszczak.
- 120 Utica, NY—Leon F. Marceau.
- 121 Vineland, NJ—Gunnar Backlund.
- 122 Philadelphia, PA—Leroy Martin, Thomas J. Devlin, Viola S. Stoops (s).
- 123 Broward County, FL—Fritz W. Andersen, William H. Lofton, William Morris Helton, Wilton I. Clemons.
- 124 Passaic, NJ—Theodore Scheppe.
- 125 Miami, FL—Elvin William Thompson, Russell H. Johnson, Jr.
- 128 St. Albans, WV—Myrtle E. Rutledge (s), Rosalie Gibson (s).
- 130 Palm Beach, FL—James H. Hicks.
- 131 Seattle, WA—Fred J. Huss, Harold E. Storkel, John E. Case, Russell D. Sleister, Ted Schindele.
- 132 Washington, DC—Leon McCubbins, Margaret Horvath (s), Rossie L. Bullock.
- 133 Terre Haute, IN—Max Emil Reed, Oscar R. Mayrose.
- 135 New York, NY—Henry Bara, Herman Koffler, James Addario, Sylvia Piesman (s).
- 140 Tampa, FL—Earnest Jewel Hudgins, General Lee Bryant.
- 141 Chicago, IL—Gunnar Thulin.
- 142 Pittsburgh, PA—Anna Mae Federach (s).
- 144 Macon, GA—Mangham E. Griffin.
- 161 Kenosha, WI—Caleb Johnson.
- 165 Pittsburg, PA—Carl Josephson, Charles A. Carlton.
- 169 East St. Louis, IL—Calvin Dale Barnett, Hallie Wawerzin (s), Ruth Frazer (s).

Local Union, City

- 171 Youngstown, OH—Lee R. Hively, Malvin C. Enyeart.
- 181 Chicago, IL—Albin Johanson, Christ Larsen, Robert J. Feiler.
- 182 Cleveland, OH—George Tomusko.
- 183 Peoria, IL—Frances E. Stegall (s), Glenn P. Hackett.
- 184 Salt Lake City, UT—Elna Thompson (s), James E. Wilden, Jr., Melvin C. Isbell, Phyllis Severson (s), Yvonne Swan (s).
- 187 Geneva, NY—William F. Trickey.
- 188 Yonkers, NY—Ciro Greco.
- 189 Quincy, IL—Raymond L. Cannady.
- 195 Peru, IL—Leticia K. Taylor (s), Verna Vandervort (s).
- 198 Dallas, TX—Clarence S. Barrett, Ella Mae Harde-man (s), Fred Alton Irons, Harold Clifton Cranford, Theodore Kinke.
- 200 Columbus, OH—Arthur R. Peacock, Charles R. Gue, Elsworth G. Hayes, William H. Clark Jr.
- 201 Wichita, KS—John W. Siehoff.
- 203 Poughkeepsie, NY—Felix Berg.
- 210 Stamford, CT—Edward G. Kowalski, Frank Salko, George Bauer, Joseph Butkus, Milton Scharn.
- 220 Wallace, ID—Nels G. Nelson.
- 223 Nashville, TN—Margaret Hayes Walrond (s).
- 225 Atlanta, GA—Ethel Melissa Malone (s), Marlin W. Smith, Theodore R. Wofford Sr., Walter Benning Moon, William J. Reeves.
- 229 Glens Falls, NY—Gordon M. Gravelle.
- 230 Pittsburgh, PA—Julia M. Schratz (s).
- 232 Fort Wayne, IN—Elmer Pool.
- 235 Riverside, CA—Albert Earl McKerrihan, Clarence Williams, John C. Forbes, John W. Richards, Sid E. Liebrich.
- 244 Grand Jct., CO—Leonard Heighes.
- 246 New York, NY—Gertrude Rabinow (s), Mildred Hansen (s), Stanley Urbanek.
- 247 Portland, OR—Paul W. Gartner.
- 250 Waukegan, IL—William Franklin Hendee.
- 256 Savannah, GA—Henry Ashmore.
- 259 Jackson, TN—Barney M. Cobb, Louise Bernice Pyles (s).
- 261 Scranton, PA—Edward Kessler.
- 262 San Jose, CA—Horace Harold Little, Peter C. Dina, Raymond Samuel Wescott.
- 264 Milwaukee, WI—Carl Borkmann, Sebastian Hartinger, Jr.
- 280 Niagara Gen & Vic., NY—Joseph D. Demunda.
- 281 Binghamton, NY—Anne M. Alling (s).
- 286 Great Falls, MT—Alexander J. Filipowicz, Margaret E. Powelson (s).
- 287 Harrisburg, PA—Walter N. Bowermaster, Warren L. Lightner.
- 296 Brooklyn, NY—Signe Hauge (s).
- 297 Kalamazoo, MI—Raymond Kuzinski.
- 302 Huntington, WV—Ralph Smith.
- 311 Joplin, MO—Delmar Fullerton, Deveta A. Hill (s), Vernon W. Boaz.
- 316 San Jose, CA—James W. Rupe, Leon D. Smith.
- 324 Waco, TX—Reuben Otto Kattner.
- 329 Oklahoma City, OK—Richard B. Krey, Shelby R. Justus.
- 333 New Kensington, PA—Alex L. Hochmuth.
- 344 Waukesha, WI—Carlyle I. Waite.
- 348 New York, NY—Eugene Garbiano, Joan Bignami (s), John Happ, Peter Kinzersky.
- 356 Marietta, OH—James W. Kuhn.
- 361 Duluth, MN—Delores Lippo (s).
- 377 Alton, IL—Henry William Manns.
- 384 Asheville, NC—Hazel Bredel McKenzie.
- 388 Richmond, VA—Woodrow H. Luck.
- 398 Lewiston, ID—John L. Pinckard.
- 404 Lake Co, OH—Wallace O. Pomeroy.
- 413 South Bend, IN—Frederick D. Leer.
- 433 Belleville, IL—Mac E. Nurdin (s).
- 434 Chicago, IL—Acineth Jorgensen (s).
- 442 Hopkinsville, KY—Harold Franklin Langley.
- 454 Philadelphia, PA—Paul Ford.
- 470 Tacoma, WA—Albert Johnson, Charles V. Stoneburner, Robert W. Hoskins, William C. Thompson.
- 472 Ashland, KY—Ellis Tackett, Harold Kitchen, Sewal Rowland.
- 475 Ashland, MA—Donald Dadmun, John Flynn, Paavo Rutanen.
- 492 Reading, PA—Helen J. Guiles (s).
- 496 Kankakee, IL—Norman V. Johnston.
- 502 Port Arthur, TX—Wayne Allyne Goins (s).
- 510 Berthoud, CO—William T. Wright.
- 514 Wilkes Barre, PA—David Wayne Rozelle.
- 528 Washington, DC—Thomas E. Ragland.
- 532 Elmira, NY—Lauri K. Koski.
- 543 Mamaroneck, NY—Victor C. Salvo.
- 558 Elmhurst, IL—Evelyn Ruth Altera (s), Lawrence Francis Krause.
- 559 Paducah, KY—Marvin E. Habeck, William A. Voytas.
- 563 Glendale, CA—Stanley F. Eytner.
- 586 Sacramento, CA—Carl E. Pappa, Leroy P. Madriago, Louis J. McIvay, Martin F. Knittel.
- 595 Lynn, MA—Earl Douglas Bowen.
- 596 St. Paul, MN—Genevieve Craig (s).

Local Union, City

- 613 Hampton Roads, VA—Joe Sidney Johnson.
- 620 Madison, NJ—Obert Jacobsen, Paul Glanville.
- 626 Wilmington, DE—Howard R. Mackey.
- 627 Jacksonville, FL—David G. Carrin, Robert J. Gibbs.
- 633 Madison & Granite City, IL—Joe H. Rigby, John Wyrostek Sr.
- 634 Salem, IL—Francis Westendorf.
- 638 Marion, IL—John J. Boyd Jr.
- 639 Akron, OH—Elmer Frey.
- 640 Metropolis, IL—Jacob Clutts.
- 642 Richmond, CA—Byron Mitchell, Guthrie John Williams, Lester Stewart, Marie June Dame (s).
- 650 Pomeroy, OH—Roland Neutzing.
- 654 Chattanooga, TN—James O. Bankston.
- 658 Millinocket, ME—Lester A. Warman Sr.
- 660 Springfield, OH—Carl D. Hardesty, James R. McEnaney.
- 668 Palo Alto, CA—Lilia S. Lahde (s).
- 678 Dubuque, IA—Fred J. Huseman.
- 701 Fresno, CA—Alfreda Phillips (s), Lloyd A. Walker.
- 703 Lockland, OH—Ruth L. Terhar (s).
- 704 Jackson, MI—Daniel Raber.
- 710 Long Beach, CA—Albert J. Dreiling, Glen W. Miller.
- 720 Baton Rouge, LA—Buck Edward Jones (s).
- 721 Los Angeles, CA—Clone Eva McDaniel (s), Rosaura Perez (s).
- 724 Houston, TX—Michael Gomez.
- 732 Rochester, NY—Carl W. Stewart.
- 738 Portland, OR—Darwin A. Oberkamper.
- 740 New York, NY—Edwin A. Anderson.
- 742 Decatur, IL—Arthur Girard, Delbert Raymond Mundy.
- 743 Bakersfield, CA—William R. Smith.
- 745 Honolulu, HI—Asano Yamaguchi (s), Edna F. Miyamoto (s), Francis I. Sato, Jiro Kawamoto, Kazumi, Ino, Kenichi Takeuye, Michael Asai, Susumu Hirasu, Yasuo Amine.
- 756 Bellingham, WA—Frances Elizabeth Bailey (s), Orrin S. Willet.
- 764 Shreveport, LA—Willie H. Sirman.
- 766 Albert Lea, MN—Clarence Becker, Donald L. Depoppe.
- 770 Yakima, WA—Howard Armin Ruegg, Melville E. Masterman.
- 777 Harrisonville, MO—Jarrett Elroy Hawley, Sr.
- 790 Dixon, IL—Ada R. Zenk (s), Robert C. Hinrichs.
- 792 Rockford, IL—Arnold Olson, Clarence Stombaugh.
- 795 St. Louis, MO—Lee Edward Tankersley (s).
- 824 Muskegon, MI—Stanley Ransom.
- 839 Des Plaines, IL—Carl Edward Green.
- 849 Manitowoc, WI—Leonard C. Reimer, Virginia Egan (s).
- 857 Tucson, AZ—Carl E. Fasel, Leah Longfellow (s).
- 865 Brunswick, GA—Jewel Miller (s).
- 873 Cincinnati, OH—Earl Lutz.
- 889 Hopkins, MN—Edward H. Pearson.
- 898 St. Joseph, MI—Charles William Wahl, Howard S. Freed.
- 899 Parkersburg, WV—Curtis Dale Life.
- 902 Brooklyn, NY—George Ericson, Josephine Kalin (s).
- 906 Glendale, AZ—Willie S. Camp.
- 921 Portsmouth, NH—Hervey J. Caplette.
- 925 Salinas, CA—Valdahl Edith Myhre (s).
- 930 St. Cloud, MN—Christ Stutch, Francis Anthony Fabro, Melvin J. Kramer.
- 944 San Bernardino, CA—Howard J. Williams.
- 955 Appleton, WI—Gertrude T. Cook (s).
- 964 Rockland Co., NY—Mary B. Gizas (s), Theodore Perini.
- 973 Texas City, TX—Albrecht F. Urbauer.
- 998 Royal Oak, MI—Stella Albiston (s).
- 1005 Merrillville, IN—Eric Peterson, Ralph W. Crume.
- 1027 Chicago, IL—Josephine Jakubowski (s).
- 1042 Plattsburgh, NY—Edwin C. Patnode, Fred J. Willett.
- 1043 Gary, IN—Robert L. Gold.
- 1046 Palm Springs, CA—Okla L. Lasley.
- 1050 Philadelphia, PA—Louise Leonetti (s).
- 1052 Everett, WA—Peter Lealy.
- 1055 Lincoln, NE—Leah Mae Dean (s).
- 1063 Peshigo, WI—Hubert Wiedemeier.
- 1067 Port Huron, MI—Harold Warner, James Gilbert Muldoon.
- 1073 Philadelphia, PA—Abe Gelbart.
- 1089 Phoenix, AZ—Charles F. M. Johnson, Fred McDowell, Leo Houston, Lyman G. McLane.
- 1095 Salina, KS—Louie C. Feyh.
- 1098 Baton Rouge, LA—Ludric J. Doucet.
- 1102 Detroit, MI—Frederick Jackson, Mary Robinson (s).
- 1108 Cleveland, OH—Nicholas Marra, Thomas Botosan.
- 1113 San Bernardino, CA—Richard Sylvester Ueland.
- 1138 Toledo, OH—Jane M. Stone (s).
- 1140 San Pedro, CA—Richard Rhodes.
- 1149 San Francisco, CA—Douglas L. Andrews, Michael Schmidt, Wilbur A. Evans.
- 1164 New York, NY—Lorenz May, Paul Reutlinger.
- 1184 Seattle, WA—Lester G. Flatum.
- 1185 Chicago, IL—Edward E. Cupp, Leonard H. Rodway Sr.
- 1216 Mesa, AZ—Gene E. Tracy, Roe S. Lichtenberger.
- 1222 Medford, NY—Edna Zeneski (s).

Local Union, City

1226 Pasadena, TX—Clifton M. King.
 1227 Ironwood, MI—Margaret E. Tikkanen (s).
 1235 Modesto, CA—George Dewey Burke.
 1241 Columbus OH—Edgar E. Combs.
 1243 Fairbanks, AK—Gary R. Corley.
 1245 Carlsbad, NM—John Michel.
 1266 Austin, TX—David Johnson Hobbs, Richard P. Stammitz.
 1274 Decatur, AL—Andrew West, John D. Clifton.
 1280 Mountain View, CA—Edward L. Brooks, John J. Gatter, Saturnino Martinez.
 1281 Anchorage, AK—Theodore E. Adamy.
 1292 Huntington, NY—August Hulsen, Victor Crepeau.
 1296 San Diego, CA—W. George Wilson.
 1300 San Diego, CA—Coy J. Southerland.
 1302 New London, CT—George Orlando Redfield, Michal Wnuk.
 1303 Port Angeles, WA—Alfred W. Michelson.
 1305 Fall River, MA—Alfred Castonguay, Cecile Dasilva (s), Howell W. Simmons.
 1307 Evanston, IL—Edna A. Boisen (s).
 1310 St. Louis, MO—Clement Walchshauser, William D. Jaggie.
 1313 Mason City, IA—Ralph R. Gerdes.
 1319 Albuquerque, NM—William D. Miley.
 1329 Independence, MO—Junior Leon Swadley.
 1373 Flint, MI—Francis Nichols, Joseph Thornburg.
 1381 Woodland, CA—Robert L. Tozzi.
 1418 Lodi, CA—Rex G. Brown.
 1423 Corpus Christie, TX—Benjamin Delapass.
 1437 Compton, CA—Joseph Luebbers, Mary B. Wesley (s).
 1438 Warren, OH—Earl W. Scott.
 1453 Huntington Bch, CA—Robert O. Botkin Jr.
 1456 New York, NY—John A. Johnson, Ruth Haraldsen (s).
 1462 Bucks County, PA—Adolph H. Kraut, Frances Luckie (s), Rudolph Bakos.
 1485 La Porte, IN—Roberta Keil (s).
 1486 Auburn, CA—Shirley June Moody (s).
 1487 Burlington, VT—Francis Obrien.
 1497 E. Los Angeles, CA—Robert Bilney.
 1506 Los Angeles CA—Laura Mae Brydson (s).
 1507 El Monte, CA—Domingo Berdin.
 1522 Martel, CA—Marland Strickling.
 1536 New York, NY—Susie Maragni (s).
 1539 Chicago, IL—Phillip Meister.
 1585 Lawton, OK—Charles L. Blair.
 1590 Washington, DC—Charles H. Hancock, Jay Harley, Nathaniel I. Dopson.
 1594 Wausau, WI—Ralph Smith.
 1622 Hayward, CA—Emmett George Sanders, Jennie M. Augusta (s), John Lawrence Richardson, Mark L.

Local Union, City

Araujo, Wilber J. Hadley.
 1632 S. Luis Obispo, CA—Jessie Morris (s).
 1644 Minneapolis, MN—Tage Mander.
 1654 Midland, MI—Paul Dilloway, Sr.
 1665 Alexandria, VA—John E. Whorton.
 1693 Chicago, IL—Julius Brawka, Ladislaus A. Bednarek, Robert F. Ebeling, Russell J. Meek, William Bell.
 1694 Washington, DC—Mark Baumgarten.
 1699 Pasco, WA—Dick Brandsma.
 1707 Kelso Longview, WA—Clara K. Tover (s), Gunder Gabrielsen.
 1715 Vancouver, WA—Alfred C. Roberts, Arthur A. Kasulka, Ralph E. Sturdevant.
 1734 Murray, KY—Preston Y. Brandon.
 1741 Milwaukee, WI—Hugh Sprester.
 1751 Austin, TX—Orville Laird.
 1752 Pomono, CA—Harry R. Trembly.
 1765 Orlando, FL—Jess W. Moody, William H. Robertson.
 1780 Las Vegas, NV—Clara Helen Weaver (s), Jack L. Rhude, Roy L. Dunne.
 1806 Dallastown, PA—Charles E. Hetrick.
 1811 Monroe, LA—Carl O. McGowen, Elton U. Caples.
 1815 Santa Anna, CA—Alfred Arbeiters, Ernest W. Whitaker, Irene Irbe (s), Paul E. Bilodeau.
 1822 Fort Worth, TX—Roy E. Gifford.
 1835 Waterloo, IA—Florence G. Heins (s).
 1837 Babylon, NY—George Carrington.
 1839 Washington, MO—Alphonse G. Brune, Earl H. Dohrer, Eugene F. Eckhoff.
 1845 Snoqualmie, WA—Cecil Simpson, Ray L. Henson, Richard L. Cox, Russell Vaughan.
 1846 New Orleans, LA—Carl D. Charbonnet, Claude J. Schexnayder, Earl J. Martinez, Oswald P. Boihem.
 1849 Pasco, WA—Howard Wayne Livermore, Orpha J. Drake, Woodrow Arnold.
 1856 Philadelphia, PA—William Rieder.
 1869 Manteca, CA—Bernice E. Christner (s), Mildred G. Durossette (s), Robert Adam Younger.
 1871 Cleveland, OH—Ernest P. Bystrom, Francis McMillan, James M. Cameron.
 1884 Lubbock, TX—Georgia Gladys Jenkins (s), Harvey Owen Wossum, James E. Smith, Vernon E. Ferguson.
 1889 Downers Grove, IL—August A. Hintz.
 1894 Woodward, OK—Kellard S. Booth.
 1929 Cleveland, OH—Bernard J. Needham.
 1930 Santa Susana, CA—Domingo Roman.
 1947 Hollywood, FL—Hans Stunkel.
 1961 Roseburg, OR—Robert H. Boling.
 1962 Las Cruces, NM—Ann Inez Bonnell (s), Monroe W. Pierce, Rudolph H. Muller, Sr.

Local Union, City

1971 Temple, TX—Allyson Jansing Woods.
 1976 Los Angeles, CA—Jose Biances, Sidney Novick.
 2018 Ocean County, NJ—Henry H. Krueger Jr., Otto Sirkel.
 2042 Oxnard, CA—Walter L. Bell.
 2046 Martinez, CA—Ira E. Blanchard, Mitchell D. Cox, William J. Ackerman III, William John Buchanan.
 2101 Moorefield, WV—David A. Hines.
 2119 St. Louis, MO—Gail E. Hutson (s).
 2203 Anaheim, CA—Anna Lee Blankenship (s), Emogene Simpkins (s).
 2214 Festus, MO—James Dale Brown.
 2227 Montevallo, AL—Stanford Jones.
 2265 Detroit, MI—Calvin Losey.
 2286 Clanton, AL—Alven Eugene Johnson.
 2288 Los Angeles, CA—Gus Lee Lyles, Herminia Fernandez (s), Ivan Shubin, Joseph Effenberger, Stewart G. Lynn.
 2391 Holland MI—Ray Barkel.
 2398 El Cajon, CA—Earl C. Freeland, Raymond Laabs.
 2436 New Orleans, LA—Eloise Manton Gregoire (s).
 2519 Seattle, WA—Carl D. Hamlin, Shirley Faye Hendrickson (s), Stanley Kolano.
 2520 Anchorage, AL—Harold F. Potter.
 2554 Lebanon, OR—Albert Zentz.
 2590 Kane, PA—Mary Ann Argabright (s).
 2592 Eureka, CA—Earl Thomas McGinnis.
 2608 Redding, CA—James Wesley Wilson.
 2652 Standard, CA—Howard M. Pierce.
 2685 Missoula, MT—Wallace Weller.
 2696 Milford, NH—George H. Ambrose.
 2714 Dallas, OR—Jim Alderson.
 2739 Yakima, WA—Carma R. Romjue, Ralph Hornbuckle.
 2761 McCleary, WA—Florence White.
 2801 Oroville, CA—Richard Elden Brown.
 2805 Klickitat, WA—Raymond C. Shurtz, Wyndell W. Barger.
 2834 Denver, CO—Harry A. West, John E. Winn, Orin H. Rising, Percy W. Oaks.
 2851 La Grande, OR—William J. Teribury.
 2881 Portland, OR—Arthur R. Lundeen, Edna Marie Mullendore, Hans Wilhelm Hay.
 2902 Burns, OR—Weslie A. Basey.
 2927 Martell, CA—Cord Charles Moller.
 2930 Jasper, IN—Hershel Burris.
 2942 Albany, OR—Richard J. Cushing.
 2949 Roseburg, OR—Charles S. McGuire, Clarence R. Hamm, Edward Gaylord Byford (s), Gaylord S. Busch, Truman R. Harrison.
 2993 Franklin, IN—Will E. Shaw.
 3074 Chester, CA—John F. Fleming.
 3127 New York, NY—Satrunino Narvaez.

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WHAT'S NEW?



EXTENDABLE LEVEL

Paul Semler, a 37-year-old Tucson, Ariz., carpenter, has created a tool that will plumb walls of any height. It took him two years of weekends to design, perfect, and patent his invention, but what he has come up with is a level that can be extended from 4 feet in height to over 10 feet, 6 inches, in one model and from 5 feet to 12 feet, 6 inches, in a larger model.



As any journeyman carpenter knows, most tools that attempt to do several things or expand in size either don't do anything well or lose accuracy as they get bigger. Semler's invention seems to be an exception.

Designed primarily as a plumb-and-line tool, it comes in two models, either of which fit behind the seat of

a pickup.

The cleverest part of the tool are the mechanisms that keep the extensions at whatever height you want. These are not positive stops which would limit the number of height settings, but a set of aluminum fingers held in tension by stainless steel springs. These dogs press against the edge of the extension channel, forcing it against the I-beam flange of the level.

Called the Plumb-It Level, Semler's new tool is well constructed and true. It has a 90-day limited warranty. The vials are replaceable with vials from Stanley.

Model 48-126 weighs 8 lbs., 14 oz., and

is priced at \$129.00. Model 62-150 weighs 10 lbs., 11 oz., and is priced at \$149.00.

For more information or to place an order contact: Plumb-It Inc., 3045 North Dodge Blvd., Tucson, AZ 85716, (602) 881-5777.

QUALITY TOOL BELT



Here's an interesting innovation from one of our Southern California members. Gil Stone, of Local 2078 in Vista, Calif., is offering a colorful line of high quality carpenters' tool belts. Called "Nailers," the product consists of a well-padded belt and three nail and tool bags. Constructed of DuPont Cordura nylon, these bags will last three times longer than their conventional leather counterparts, we are told.

Nailers offers more in terms of design, too. The rear bag is shorter to eliminate "swing and bounce," and it has a padded upper pocket with a lid for keeping calculator, glasses, earplugs, etc., clean and secure.

The large side pouches have interior tool sleeves to keep pliers, screwdrivers, and such within easy reach but out of the way of the nails. The small upper side pockets can be moved around or removed completely when not in use.

The thickly padded belt is very comfortable and adjustable with a quick release buckle for easy on and off.

Nailers is lightweight, washable, and comes in a variety of colors. Choose from black, brown, blue, green, gray, burgandy, and orange.

To order, send check or money order for \$124.95 plus \$4.00 shipping and handling (California residents add 6% sales tax) to Nailers, 10845 Wheatlands Avenue, Suite C, Santee, CA, 92071-2856. Or call (619) 562-2215. Please indicate waist size, color choice, and right or left hand. Visa and Mastercard accepted. Fifteen-day satisfaction guarantee.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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Clamp these heavy duty, non-stretch suspenders to your tool belt and you'll feel like you're floating on air. Take the weight off your hips and put it on your shoulders. Made of soft, comfortable 2" wide nylon. Adjust to fit all sizes.

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Send check or money order for \$16.95 and your name and address. We will rush you a Hydrolevel by return mail postpaid. Or—buy three Hydrolevels at dealer price - \$11.30 each postpaid. Sell two, get yours free! No C.O.D. Satisfaction guaranteed or money back.

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Current Goals and Long-range Goals for the UBC

*Our wagons have been
in a circle too long.
It's time to move 'em out.*

A few weeks ago in our General Offices auditorium in Washington, your international officers and general executive board members took their oaths of office for five years of stewardship as the top leaders of our great union.

Though the oath they took was the same one taken by UBC officers a century ago, the oath has broader meaning today than ever before. We are a union which carries on its collective shoulders the hopes and aspirations of almost three quarters of a million workers and their families throughout North America.

And, as an article in this issue of *Carpenter* indicates, we are joining other unions in assuming a fraternal role with regard to thousands of alien Americans who have been declared eligible for citizenship under the U.S. Immigration Law of 1986.

Your officers have before them in the next five years a broad spectrum of responsibilities—mandates of our 35th General Convention and the traditional duties of their various offices as spelled out in the Constitution and Laws.

In addition, I would expect them to carry out—with your moral support and day-to-day assistance—what we might call the UBC Five Year Plan. These are some of the elements of a five-year plan:

- **We will continue to firm up our organization and streamline out operations to achieve the most good.** As you are aware, each general executive board member now has more direct responsibility for Brotherhood activities in his particular district. Each state and provincial council, in turn, is expected to assist when necessary each

and every local union within its geographic borders.

Population changes and industry changes in the U.S. and Canada have required from time to time that some of our local unions consolidate their efforts for their common good.

Each time I authorize a merger of two or more local unions, I take into full consideration the history of each union, its membership, its financial burdens, and its prospects for working in harmony with the other unions to be merged.

Mergers don't come easy for me. Each time the charter of a local union is deactivated and filed away, I know that we are also adding to the long-standing archives of our union the names of charter members who once served long and well for that particular union. I trust that their dedication to this one local union long ago will carry over into the new merged union left standing today.

- **Our field staff must be maintained at full complement.** Today, the majority of our districts have full slates of representatives in the field, servicing local unions, organizing and assisting in negotiations. Those that don't have a full crew face only a temporary handicap because I expect to have full teams of dedicated men and women representing the UBC in every state and province in the United States and Canada.

- **Organizing is the key word in the years ahead.** We must not miss a single opportunity to sign up new members. The local union which turns away a prospective member—a qualified worker who wants to join—is doing a disservice to itself and to the Brotherhood. The UBC member who doesn't encourage a non-union carpenter or a non-union millwright or lumber and sawmill worker to cast his lot with us is doing a disservice to his union and to himself. In union there is strength. No truer words have been spoken.

- **In the master plan for the next five years is a determination to get our locals to the financial status where they can get**

some jobs done, where they can keep business representatives and assistant business representatives finding jobs and negotiating good contracts for their members. It is especially important that a local union becomes numerically and financially stabilized so that it can assist an international representative or a team of international representatives when they enter a locality to assist in an organizing campaign or in contract talks.

The way for a local union to become solvent, of course, is to sign up new, dues-paying members who will share the financial responsibilities of job protection.

- **Besides being numerically and financially sound, our local unions must be active in the community.** We hear of peace activists, environmental activists, and gay activists; let's sound the bugle for union activists.

The Congress has just passed an \$80 billion Highway Construction bill over President Reagan's veto. That \$80 billion will be divided among the states on infrastructure programs. How much of the work will be union?

It's not too early for UBC activists and Building Trades activists to let their legislators know and their state officials know that the new highways and new bridges must be quality built by union labor.

UBC activists should also be involved in other community and statewide programs, serving on school boards, sanitary commissions and county councils. Some of our members serve on housing commissions and public service commissions. Labor and the working population should join the bankers and the realtors at the decision-making posts in every community.

- **Our members must be politically active as well.** Union members individually don't have the big bucks of the Wall Street bankers and the trade associations of corporate executives, but they have votes, and collectively they have political clout.

Currently, labor is waging an uphill battle against contractor groups that want

to have it both ways—union and non-union.

Labor is trying to get a law passed by the U.S. Congress to prevent construction contractors from operating competing, dummy companies of non-union workers that underbid union contractors. Our success in 1987 depends on the forcefulness of our agreements and the determination of our members to correct the wrong.

Before we reach our next general convention and our five year plan has run its course, I hope that we have been able to return to that peak of membership we had in 1972 when the total number of UBC members passed 850,000. We can surpass this total before the decade is done, if we get our fellow members pulling together in the same direction for our common good.



PATRICK J. CAMPBELL
General President



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\$19 each (lined)
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Father's Day is Coming

Show dad how proud you are of him and the UBC. Give him a gift he'll wear all year 'round. These Brotherhood items all bear the official emblem and are sure to please.



This attractive men's timepieces with the Brotherhood emblem on the face is a battery-powered quartz watch. Made by Helbros, it has a yellow-gold finish, shock resistant movement, and a written one-year guarantee.

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These functional and popular belt buckles bear the Brotherhood's emblem and the name of Dad's trade. Crafted of sturdy metal, the buckle is 3½ inches wide and 2 inches long, and easily attaches to all standard belts.

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June, 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



Union Products and Union Services

SYMBOLS OF QUALITY IN TODAY'S WORLD

AFL-CIO Union Industries Show Opens in Atlantic City, June 19

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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

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No. 6

JUNE 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Modern Mode Inc. of San Leandro, Calif., calls itself "a manufacturer of fine executive office furnishings and systems, serving customers worldwide through an international network of representatives and showrooms." Using its panels and furnishings, interior designers produce "officescapes for many major corporations." It's high quality workmanship, and we would add that all of Modern Mode's high quality products are union made by members of UBC Furniture Workers Local 3141 of San Francisco.

The two women at work on office furnishings on our cover are part of the 280-member union work force in the Modern Mode factory in San Leandro. They are among a growing number of women in UBC industrial locals all over North America. Protected from sanding dust by face masks and wearing gloves to protect their hands, these women enjoy wages, fringe benefits and working conditions under a three-year contract negotiated with the company last year.

The company recently expanded its headquarters and production capacity with a new 240,000-square foot facility in San Leandro, and it continues to maintain 45,000 additional square feet of administrative space in Oakland., Calif.

Members of the United Brotherhood have been producing quality office furnishings for more than three quarters of a century. They also create complete modules for prefabricated housing and multicolored laminates for high quality cabinetry.

When skilled craftsmanship is required, UBC members will get the job done . . . and done well.—*Photograph from Modern Mode Inc.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1851

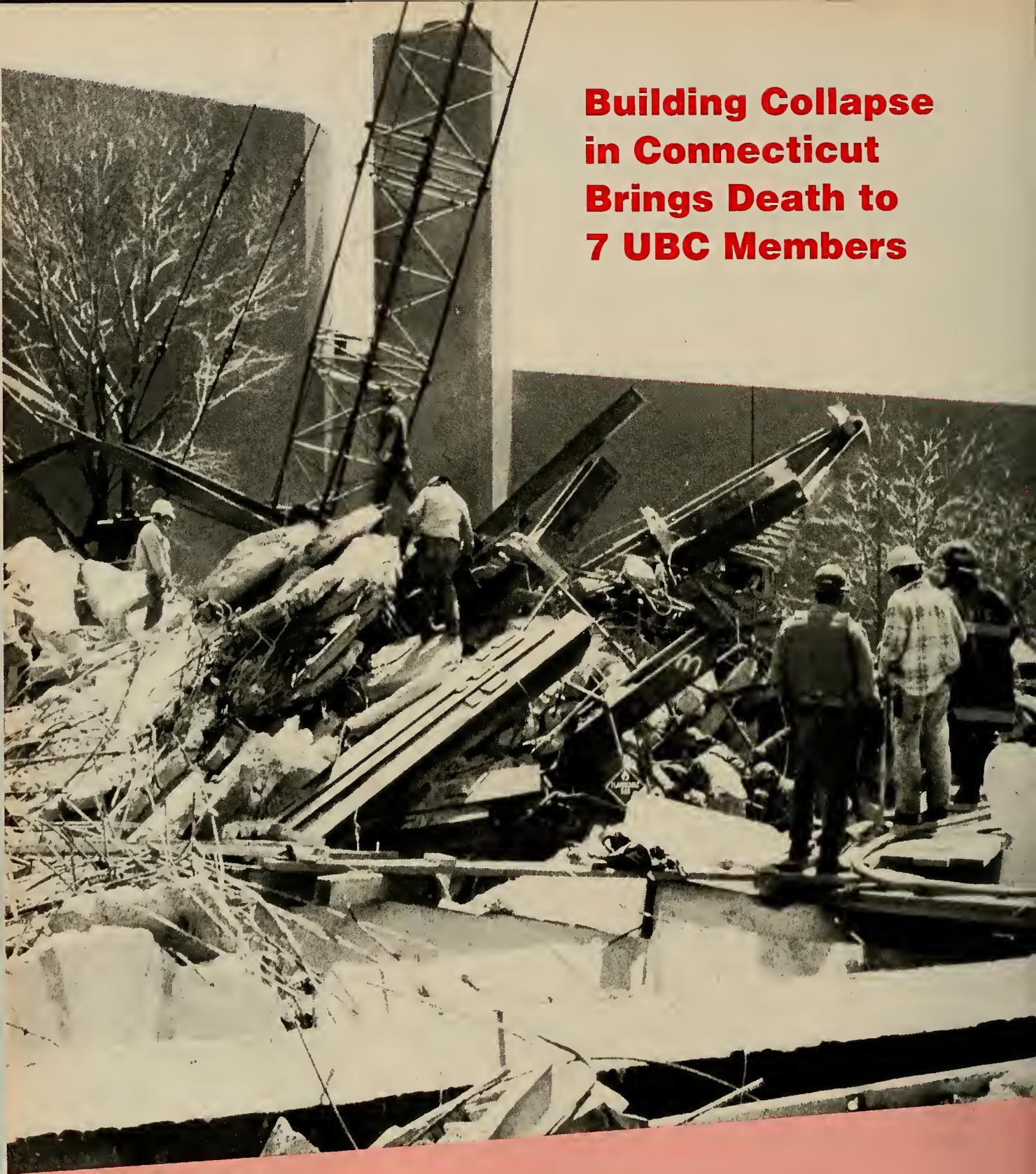


Union Products and Union Services

SYMBOLS OF QUALITY IN TODAY'S WORLD

401 CH / Union Industries Show Office in Atlanta City, June 18

Building Collapse in Connecticut Brings Death to 7 UBC Members



*Many questions remain as inspectors sift through rubble
and rescue workers mourn loss of fellow union members.*

A high-rise apartment building, designed for 13 floors and bearing the name L'Ambiance Plaza, collapsed on April 23 in Bridgeport, Conn.

A total of 28 construction workers, including seven carpenter members of the United Brotherhood, died in the disaster.

Something came loose as lift slabs were being jacked into place, and in seconds the big structure began to fall apart. Minutes later, all that was left of L'Ambiance Plaza was piles of big twisted and bent steel columns and giant chunks of concrete slab meshed with bent reinforcing rods. Somewhere in the awesome heap of debris were 28 men working the job that afternoon.

Alarms all over the city had hardly sounded when construction workers from other building sites converged on the scene of devastation. Union men dropped their tools in Norwalk, Hartford and other nearby cities, jumped into cars, and headed for the disaster site. Nearly 300 turned up for volunteer rescue work.

It was almost 10 days before their back-breaking work was done. Five unions had members beneath the ruins—Plumbers, Electricians, Laborers, Carpenters, Ironworkers, Masons and Operating Engineers. Teams were formed, and the men began working around the clock with public officials, under the direction of the city's emergency planning director. City police ringed the area, and state troopers were assigned to escort trucks loaded with debris to a city landfill as more and more of the shattered building was hauled away.

The 13-story apartment complex was being constructed by the lift-slab method in which concrete floors are cast at ground level and hoisted into position by jacks on top of steel columns. The method, invented in 1948 by Philip Youtz and Thomas Slick, has been used

since the early 1950s, with only one major accident recorded since that time.

That accident occurred in July 1954 at the Sierra High School in San Mateo, Calif. Twelve persons were hurt when a 250-ton roof slab fell 16 feet as it was being lifted into position. Soon after that mishap California state officials imposed safety measures on lift-slab operations. Among the requirements were that cribbing be built up to the underside of the slab as it is being raised and that slabs be prevented from swaying by cables attached to the slab's corners.

IN MEMORIAM

Of the 28 men lost at L'Ambiance Plaza, 7 were Iron Workers, 7 were Laborers, 3 were Plumbers, 1 Electrician, 1 Operating Engineer, 1 Mason, 1 supervisor and 7 Carpenters.

The Carpenters included John Page, John Hughes, William Varga, Anthony Rinaldi and Nick Nardella, all of Local 24, Central Connecticut; Richard McGill of Local 43, Hartford, Conn.; and Mitchell Magnoli, Local 210, Western Connecticut.

Lift slab techniques are economical because they eliminate the construction of formwork at difficult elevations. The slabs are usually post-tensioned, which allows longer spans with thinner slabs. Jacks mounted on top of columns hoist the slabs via lift rods, a fraction of an inch at a time. The rods are connected to lifting collars surrounding the columns. The collars are cast in and anchored to the slabs. Some investigators are said to be focusing their attention on a particular column near a shear wall at the interior of the building. They note that other fallen columns radiate from that point.

Meanwhile, other investigators are

checking records on the building's foundation which are on file in city offices. Was the foundation anchored in bedrock or in fill? Design plans for the building called for "undisturbed rock" to support a load of seven tons per square foot. Although it was reported that plans stated that compacted soil could be substituted, the geotechnical engineer for the project said that his work was based on the assumption that the building would be on bedrock.

The city of Bridgeport has retained the services of a New York-based structural engineering firm to conduct an investigation, and the staff of that firm is now gathering evidence.

L'Ambiance Plaza was being built along the side of a hill about 50 yards from an interstate highway. Exactly what happened remains unclear. Workers and others near the building talk of a cracking sound that preceded the collapse by a second or two and then an explosion-like boom. There were two towers in the building design. One tower apparently collapsed first, falling onto the other.

UBC General President Pat Campbell flew to Bridgeport soon after the disaster occurred. He met with UBC leaders in the state and with public officials to offer the full support of the Brotherhood in the rescue effort. (*See President's Message on Page 40.*) A citizens advisory committee was formed to administer a relief fund for families of the victims, and President Campbell announced the formation of this nationwide fundraising effort at a press conference outside St. Augustine Church, near the site. Joining him in the formation of the committee was Frank Krzywicki, president of the Bridgeport Building and Construction Trades Council.

It was 10 days of grueling work removing the huge heap of fallen building,

Tony Tufaro of Stamford, Conn., a Local 210 apprentice, below left, acquired the nickname "Tony the Mole" because of his heroic searches under the building debris for possible survivors. Tufaro spent hours and hours crawling through the shattered building. Hundreds of union volunteers searched for the 28 missing and dead workers after the April 23 collapse; Building Trades leaders contend that more OSHA construction site inspectors are needed to prevent such tragedies.



and the work crews did not know until almost the last day that all of the missing 28 men were dead, probably within minutes of the collapse. There were many acts of heroism as members crawled beneath the broken slabs and tunneled their way under the debris.

They continued working shift after shift until all bodies were recovered late on the night of May 1. Then the spotlights were removed and the barriers taken down. The cranes came down, and all that remained were a few scattered tools, safety glasses, work gloves and clothing scattered over an embattled landscape.

On the edge of the gaping pit which was once the apartment building project stood a simple memorial erected by the workers about an hour after midnight, Saturday, May 2, soon after the last body was removed—that of John Mitchell Magnoli, a 25-year-old member of Carpenters Local 210.

A crowd of about 300 gathered in prayer beside the memorial that night. Many wept, tears falling from many dirt-covered faces. Thus ended 10 days that Bridgeport and its surrounding communities will long remember. **UBC**

Construction Industry 'Most Hazardous, Least Researched,' Say Building Scientists

Construction is the most hazardous of all U.S. industries in terms of numbers of fatalities among workers, but the country shortchanges it in research and development funding, the National Institute of Building Sciences in Washington, D.C., said recently, following the Bridgeport, Conn., disaster.

In 1985, the latest year for which numbers are available, 980 workers were killed in construction accidents.

Mining was the most hazardous in number of fatalities per 100,000 workers, but construction remained highest in overall fatalities because of the greater number of persons involved, NIBS said, referring to Bureau of Labor Statistics data.

During April, two major building collapses drew national attention. One, in which six died, involved an older building in the Bronx damaged by an explosion and did not constitute a construction mishap, NIBS said. The other, involving a partially completed high-rise apartment

building in Bridgeport, Conn., killed 26 in what the Institute termed a "construction disaster."

Construction is the most important of U.S. industries, NIBS said, accounting for \$313 billion in annual contributions to the GNP and 8.6 million employment or 8% of all American jobs.

"That's why the Institute is deeply concerned over proposed federal cutbacks in construction research and development," said Rene A. Henry Jr., president and CEO of NIBS. "The United States spends less than 1.9% of its gross national product on civilian construction R&D, less than that of any other developed country except Australia."

NIBS is a 10-year-old Congressionally-authorized nonprofit organization with the principal missions of improving the building regulatory environment and accelerating the introduction of safe, innovative technology into the American building process.

In a brief conference at the disaster site, General President Campbell announced the formation of a nationwide relief effort for families of the victims. He was joined by several local officials and clergymen, including Frank Carroll, vice president of the Bridgeport Building Trades, shown standing beside him at upper left. Ken Wurga of Local 210, Western Connecticut, described the relief work performed by UBC members at the site in the picture at upper right. They were joined by Representative Steve Flynn and Local 210 Business Manager John Cunningham, lower left. At lower right, a memorial set up at the site by UBC member Bob Cunningham and others contained two plaques listing the names of the victims and a 4-foot-by-8-foot cross.



Union-Industries Show Displays Union Label Products and Services

UBC's Label Dates Back to 1900

For six days this month, June 19-24 in Atlantic City, N.J., the colorful exciting exposition that is the AFL-CIO Union Industries Show will put on public exhibit the vast array of quality American, union-made products and services.

This entertaining and educational show, which began in 1938, is produced and managed by the Union Label and Service Trades Department, AFL-CIO. The purpose of the show, which is open to the public and charges no admission fee, is to illustrate the quality and diversity of American, union-made products and to demonstrate the strong bond of cooperation between American union labor and U. S. industry.

Over the years of the show, the United Brotherhood of Carpenters and Joiners of America has hosted a variety of eye-catching displays designed to educate visitors about the trade and the UBC's union label.

The UBC's union label itself goes back to the year 1900 when at the 11th General Convention of the United Brotherhood of Carpenters and Joiners of America held in Scranton, Pa., Cabinet Makers Local 309 of New York City presented a resolution proposing the adoption of a Union Label for universal use. This was to be attached to all products manufactured in plants employing United Brotherhood members.

On Jan. 15, 1901, the General Executive Board adopted a design and directed the General Secretary to have it registered with the United States Patent Office in Washington, D.C. On Oct. 24, 1902, the Patent Office replied that the Label could not be registered, for "the Trade Mark Act provides registration to an individual, a firm or a corporation . . ." and the Brotherhood did not fall under any of these categories.

In spite of this rejection, the Brotherhood was determined to make the Label operative. It learned that in order to do this, the Label had to be registered individually in each and every state of the union. By May 1904, the Label had been registered in forty-one states.

Before the registration was completed, a different label had been adopted by the Brotherhood. At the 12th General Convention in Atlanta, Ga., in the fall of 1902, delegates from New York City proposed that the Brotherhood use the New York Union Label in place of

the design prepared by the General Executive Board. This action was approved by the Constitution Committee.

The Union Label quickly became associated with high standards and respectable work conditions. Pursuing the goal of the early labor movement and the American Federation of Labor to establish an eight-hour day, the carpenters would only allow a shop or mill to use the newly-adopted label if its work day consisted of eight hours or less and if it met minimum standards of pay. Furthermore, only a select Union Shop Delegate was authorized by the Constitution Committee to apply the Union Label. Under no conditions could an employer handle it. This still applies today.

In 1912, at the 17th General Convention held in Washington, D.C., the First General Vice-President, newly assigned to the General Offices, was given full responsibility of administering the label.

At the 18th General Convention in Indianapolis, September 1914, it was



proposed that "... the affiliation with the Label Trades Department of the A.F. of L. be only on the membership working on material bearing the label of the Brotherhood." These recommendations were adopted as law, and they also still apply today.

The colors of red, white, blue and gold appearing on the Union Label were selected for special reasons. Pale blue was chosen as it signified ideals as pure as the skies. Red symbolized the honorable red blood flowing through the

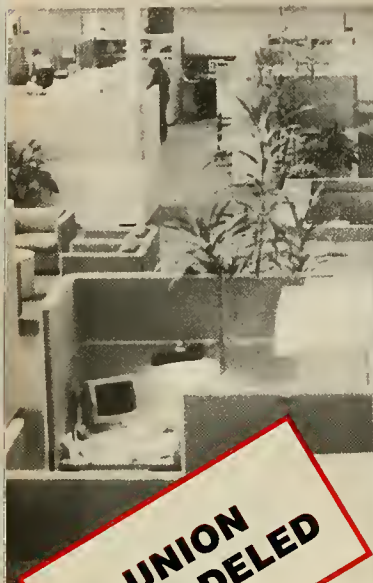
Continued on Page 15



The union label of the United Brotherhood of Carpenters and Joiners of America is made available to manufacturers in four application forms: (1) a rubber stamp is used to place an impression of the label upon millwork and manufactured material, (2) a brass die is available for sinking an impression of the label in boxes, flooring, etc., (3) a transfer label is made up in colors, and is generally used for finished products such as fixtures and furniture and also musical instruments and (4) a special cellophane sticker label is made for metal trim, metal doors and sash.

The Carpenter's Label appears on the following products:

- | | |
|------------------------------------------|------------------------------------------|
| ✓ Aluminum doors, sash and windows | ✓ Mobile homes |
| ✓ Awnings and metal products | ✓ Musical instruments |
| ✓ Boxes | ✓ Metal Trim, doors, partitions, etc. |
| ✓ Barber and beauty shop furniture, etc. | ✓ Overhead doors |
| ✓ Bowling alleys, pool tables, etc. | ✓ Office Furniture |
| ✓ Boats | ✓ Prefabricated garages |
| ✓ Cabinet Work and cabinets | ✓ Prefabricated houses |
| ✓ Caskets | ✓ Prefabricated House/Modules-Tri-Trades |
| ✓ Concrete forms | ✓ Plastics |
| ✓ Church furniture | ✓ Plywood and veneer |
| ✓ Cooling towers | ✓ Restaurant Furniture |
| ✓ Doors, reg., fireproof, etc. | ✓ Refrigeration |
| ✓ Displays | ✓ Specialty products |
| ✓ Furniture | ✓ Screens |
| ✓ Hardwood floors and hardwood | ✓ School furniture, etc. |
| ✓ Insulation | ✓ Shingles |
| ✓ Laboratory furniture and equipment | ✓ Stair builders products |
| ✓ Lumber | ✓ Trusses |
| ✓ Ladders and scaffolding | ✓ Venetian blinds |
| ✓ Millwork | |



UNION REMODELED

The buildings at right housed at various times a big retail store, a liquor wholesaler and warehousing facilities. The Northern California Funds took them over, opened up the roof for two atriums and created the new facilities at lower right. A small portion of the interior of the new headquarters building is at left.



UBC construction skills recently teamed up with UBC industrial skills to create one of the most modern and efficient office complexes on the West Coast.

What was once two abandoned buildings in the East Bay area in Oakland, Calif., is now headquarters for the Carpenter Funds Administrative Office of Northern California. The buildings were completely remodeled and the parking area modernized. The

interior was gutted and a union-made, open-panel office system installed. Even the furnishings bear the signs of quality union manufacturing, created by Modern Mode employees showcased in the pictures and article below.

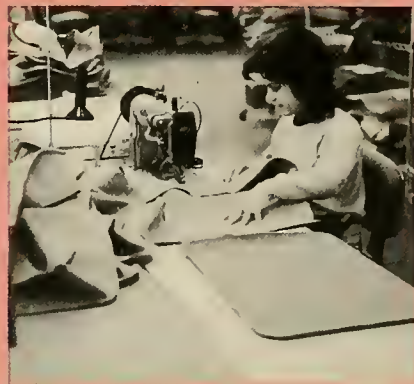
The new structure serves UBC members covered by pension plans in the 46 counties of Northern California, as well as the area's apprenticeship and training trust fund, the 46 counties conference board and several

local union and district council offices.

Building designers made the most of available space in the building. Mezzanines ring many of the work areas, and fund records are compactly stored in fire-proof files. Work stations for employees are well lit, and most have computer terminals to give ready access to a member's health and welfare data. Reception areas take full advantage of the building's open design.



UNION EQUIPPED



All of the furnishings and the open-office paneling system in the new Northern California Carpenters Funds offices in San Francisco came from a union-shop manufacturing plant under contract to UBC Furniture Workers Local 3141. Known as Modern Mode Inc., the company was founded in 1949 in Oakland, Calif., by Anthony Ratto as a family enterprise. Originally the firm produced furnishings for the hotel and motel industry. In the late 1950s the marketing focus swung toward high quality office furniture. By 1962 the entire manufacturing effort was aimed at corporate furnishings. In the 1980s the company also began producing complete open-office panel systems.

In 1982 Modern Mode opened a new production plant in San Leandro, Calif., and in 1984 it moved its corporate headquarters into a new building beside the factory. Its products are sold throughout the United States.

Modern Mode's factory has been a union shop for many years. Its 280 industrial employees are currently working under a labor-management agreement that was negotiated in 1986.

Senate Majority Leader Robert Byrd received a rousing welcome as he was escorted to the rostrum of the recent Building and Construction Trades Legislative Conference in Washington. Senator Byrd is credited with leading the legislative fight to overturn President Reagan's veto of the highway funding bill. Joining in the welcome, from left, were Painters' President William Duval, Electrical Workers' President J.J. Barry, UBC General President Patrick J. Campbell and Building Trades President Robert Georgine.



Three of the speakers at the 1987 conference, shown at right, were Rep. William Clay of Missouri, Sen. Barbara Mikulski of Maryland and Sen. Edward Kennedy of Massachusetts. Clay is leading the effort to enact a double-breasting bill in the House of Representatives, while Senator Kennedy pushes for companion legislation in the Senate.



'Double-Breasting' Tops Agenda of Building Trades Conference

Encouraged by the congressional enactment of the highway construction bill over President Reagan's veto, local and state building trades leaders have stepped up their campaign to enact legislation to curb "double-breasting" in the construction industry.

This Construction Industry Labor Law bill was at the top of the list of priorities of the AFL-CIO building and construction trades' annual legislative conference and Capitol Hill lobbying. The bill, which passed the House last year but died in the then-GOP-controlled Senate, would prevent contractors from evading union agreements by setting up parallel non-union operations with substandard wages, benefits and working conditions.

Building and Construction Trades Department President Robert A. Georgine, in his keynote address to 3,000 delegates, called double-breasting "indefensible" and said legislation is needed to "restore integrity and justice to the collective bargaining system in the construction industry."

Deploring its rapid growth in the

By Calvin G. Zon
PAI Staff Writer

construction industry, Georgine said that by 1986, 80% of the nation's large contractors had double-breasted operations compared to only 19% in 1981 and 54% in 1984.

Georgine said the National Right-To-Work Committee and anti-union contractors had launched a mass media blitz against the double-breasting bill, including a 30-second commercial portraying labor as a huge gorilla romping through Congress. "The radical right-wing is trying to make it an issue for the 1988 Presidential campaign," he told the delegates.

On this score, Georgine rebuked Senate Minority Leader Robert Dole (R-Kan.) for his attack on the legislation at a news conference with R-T-W head Reed Larson. Noting that Dole had spoken in friendly terms about organized labor in a speech at the BCTD's 1985 legislative conference, Georgine said "the new Dole tactics are an ob-

vious attempt to curry favor with reactionary, right-wing elements in the Republican Party." He said Building Trades workers will "conduct door-to-door campaigns in Iowa and New Hampshire to alert voters to the new labor-bashing stance of presidential candidate Dole."

Two key sponsors of the double-breasting bill—Senator Edward M. Kennedy (D-Mass.) and Rep. William Clay (D-Mo.)—pledged action this year by the two Democratic-led bodies. "And if the President refuses to sign the bill, we'll be working to override his veto—just the way we did on the highway bill," Kennedy told the cheering delegates.

"We've had six years of the most anti-worker, anti-union Administration in modern history," Kennedy declared. "But now the tide has turned. We have a Democratic Senate, a Democratic agenda and a Democratic majority in Congress to enact it."

Clay noted that his Labor-Management Relations subcommittee had re-

cently approved the double-breasting bill. "We now have a chance to pass some legislation of vital interest to working people" and to undo some of the damage of the Reagan years, he told the conference.

Senate Majority Leader Robert C. Byrd (D-W. Va.), introduced by Georgine as the architect of the parliamentary strategy that overturned Reagan's veto of the highway bill by a single vote, was given a rousing hero's welcome by the delegates. Byrd called the override "a vote for an active and functioning government." Noting that Reagan had called the bill a "budget buster," Byrd said its defeat "would have busted the budgets of hundreds of thousands of men and women who earn their bread by the sweat of their brows."

Byrd criticized Reagan for seeking to use a broadly supported bill affecting nearly 800,000 jobs "to rehabilitate his prestige from the mistakes of a failed foreign policy." The majority leader warned Reagan that "government by veto" would "gridlock the country."

Georgine said organized labor cannot count on the new Democratic majority in Congress to enact labor's program unless trade unionists apply strong pressure from the grass roots. "Our policy must be: Get involved! Get involved today!" he declared.

The Building Trades' other legislative priorities, Georgine said, include preservation of the Davis-Bacon Act's prevailing wage protections; legislation to allow construction workers to take the same kind of travel expense tax deduction as business executives; legislation to tighten safety and health enforcement at construction sites; and legislation to permit construction of coal slurry pipelines.

Last year the Reagan Administration sought to exclude construction contracts of less than \$1 million from Davis-Bacon coverage, a move which Georgine said would amount to the act's repeal. He called the Administration's advocacy of the change a repudiation of the promise Reagan "made to me and all Building Trades workers not to seek repeal."

Others who addressed the conference included Senators Joseph R. Biden Jr. (D-Del.), Barbara Mikulski (D-Md.) and Alfonse M. D'Amato (R-N.Y.); Representatives Tony Coelho (D-Calif.) and Claude Pepper (D-Fla.), and Gov. James R. Thompson (R-Ill.). Conference workshops covered such issues as drugs and alcohol on the worksite; pension fund investment; asbestos screening; apprenticeship and training and presidential delegate selection. **UBC**

Area Building Trades 'Sly Fox' Watches Over New Construction

Helping consumers combat shoddy workmanship is the mission of "Operation Sly Fox," a newly-announced effort of the Fox Valley, Ill., Building and Construction Trades Council.

The program is a natural outgrowth of trends in Fox Valley which include an increase in home construction activity, Fred J. Smith, chairman of the Trades Council Committee creating the "Sly Fox," told *The (Aurora, Ill.) Beacon News*.

The recent onslaught of queries to the Building Trades unions from people with house problems brought to the forefront the need for a consumer advocate. As Smith pointed out, with more firms building houses, the chances for shoddy workmanship also increase.

"We (the construction trades unions) want to be known as the good guys in the white hats," Smith said. "Our concern is to give John Q. Public, be it Arthur Andersen & Co., be it Caterpillar or be it the woman down the street . . . their money's worth."

The unions are able to do that by going back to the contractor with information about the complaint.

"If it's a union contractor, we're going to make darned sure he does what he's supposed to do," Smith said. And if it's a non-union contractor, the Trades Council can give advice and information. The service does not, however, give legal advice.



Emblem of the Fox Valley's "Operation Sly Fox" program, which appears on all of the promotional material.

Speaking for area contractors, Executive Director Frank McGurn of the Fox Valley General Contractors Association said contractors support the unions' consumer watchdog approach.

Operating in three Illinois counties—Kane, Kendall and McHenry—the service is free of charge to callers. The "Operation Sly Fox" number, (312) 888-0999, is staffed from 9 a.m. to 5 p.m.; a machine takes messages during other hours. This main number gives the caller access to a number of unions. Depending upon the complaint, the caller is referred to the appropriate union.

Part of the program is a PR packet with information on area Building Trades unions, a listing of 23 area contractors employing union carpenters, and an explanation of the program emphasizing that "Craftsmanship remains the key to quality construction . . . we continually monitor the professional standards within our crafts. Extensive training, certification and continuing education are but a few ways we assure the high level of workmanship you deserve."

The folder brochure stresses the stability and continuity of the Building Trades, pointing out that only 18% of the construction cost is on-site labor.

"And since we live in the communities in which we work, we'll be around long after the last piece of sod is in place. . . . It pays to invest in the best."

Among the UBC locals participating in Operation Sly Fox are Carpenters Local 363, Elgin, Ill., and Carpenters Local 916, Aurora, Ill.

Coordinating much of Operation Sly Fox is Jim Hanks of AFL-CIO Community Services and United Way.



A photo from the "Sly Fox" brochure shows area tradesmen at work.

Louisiana-Pacific Tower



UBC Challenges Louisiana-Pacific At Shareholders' Meeting

L-P's annual meeting of shareholders in Montgomery, Tex., on May 4 was quickly ended by Chairman Harry A. Merlo when he was confronted by hard questioning from UBC representatives in attendance. The usually quiet shareholder proceedings turned adversarial when Merlo and other L-P officials refused to answer questions about company operations from UBC representatives and nearly a hundred displaced workers from a nearby mill in Silsbee, Tex., which was recently acquired by L-P.

Workers from the Kirby Industries' mill in Silsbee who lost their jobs after L-P completed its acquisition of the mill earlier this year came to the meeting to express their anger over the closing of the profitable mill which was the largest employer in the town of 8,000. Over 850 lost their jobs when L-P closed the largest of three East Texas mills it purchased from Kirby. The two mills that remained open were non-union mills, while the workers in Silsbee were represented by the International Woodworkers of America.

Many who came to confront L-P had spent their entire working lives in the mill. Following the introduction of the L-P board of directors, UBC 6th District General Executive Board Member Dean Sooter cited the contributions of the Silsbee workers over the objections of L-P's Merlo. While being shouted down by Merlo, Sooter introduced to the shareholders James Perkins, a mill-worker from the Silsbee plant who

worked at the mill for 39 years prior to the layoff.

Board of Director Conflicts Questioned

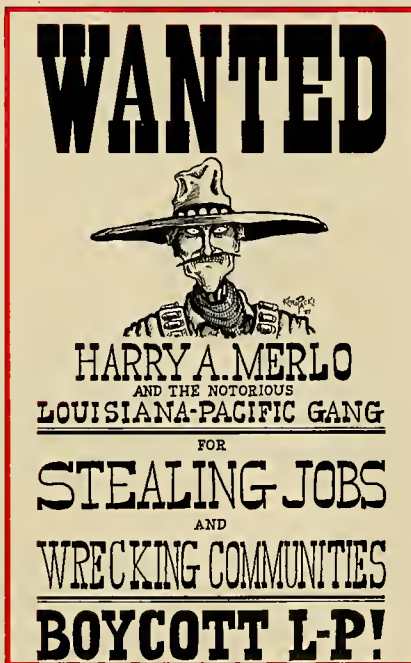
Also challenged at the meeting were the selection of L-P's directors and various proposals for which management sought shareholder approval. Merlo refused to answer questions concerning the personal and business re-

lationships which exist between the members of the L-P board of directors and the company. Questions from Ed Durkin, director of the UBC's special programs department, identified business dealings between the directors and L-P which raise serious questions about the objectivity of the directors. The board's newest member, John Elorriaga, is chairman of U.S. Bancorp, a major lender for L-P through a subsidiary. L-P's national headquarters is also in the U.S. Bancorp building in Portland, Ore.

The questions regarding the objectivity of the board members were important because L-P was seeking approval of a proposal which would remove any personal liability of directors to the company's shareholders. Concerned about the high insurance premiums on director liability insurance, L-P sought to solve the liability problem by changing its bylaws to relieve directors of personal liability for "grossly negligent" conduct. L-P argued that the "primary purpose of the amendment is to assure L-P's continued ability to attract and retain individuals of the highest quality and ability to serve as directors." Earlier questioning had established that gaining a board seat at L-P may have more to do with business and personal relationships than with "quality and ability."

It was during the questions on the directors' qualifications and the director liability proposal that Merlo ap-

Continued on Page 16



Leaflet passed out at demonstration.

UBC IMMIGRATION EFFORTS

The application period for legalization under the new Immigration Reform and Control Act opened May 5, 1987. Last month's *Carpenter* magazine outlined the changes for undocumented workers and their employers and described the UBC's policy on the immigration law.

Some UBC members are undocumented and will be applying for legalization and eventually citizenship under the new law. The Brotherhood has undertaken efforts to help these members as well as others in our industries. In this second article of our ongoing series, we describe the Los Angeles and Vicinity District Council of Carpenters' immigration program. We also present information to business representatives on how they can help members who will be applying for legalization under the new law.

Tips for Business Representatives

Under the new law, an undocumented individual must show continual residence in the U.S. since January 1982 to qualify for temporary legal resident status. A union business representative can help members who will be applying by:

- providing records of dues payments or attendance at union meetings;
- helping the member obtain documents from employers and contractors, such as copies of payroll checks;
- verifying that the individual, under whatever name, has been a member of the union;
- providing a character reference;
- protecting the member from discrimination by an employer. Under the immigration law, an employer cannot fire an undocumented worker who is in the process of applying for amnesty. In addition, collective bargaining agreements offer protection against unjust firings.

Business representatives can also help by identifying organizations in their area to which they can refer undocu-

UBC members or business representatives in Texas with questions may contact the UBC's Texas Union Immigrant Assistance Office at the Houston District Council, 2600 Hamilton St., Houston, Tex. (713) 650-3031. UBC members in the Los Angeles area may contact the District Council's immigration office at Local 1752, 1144 2nd St., Pomona, Calif. 91766.

Taking Away A Big Club Waved By The Non-Union Contractor



The Los Angeles County Federation of Labor held a briefing session for unions participating in the area's alien registration program. Most of those participating in the sessions, shown here, were United Brotherhood leaders. They included Mike Magallanes, organizer, Local 1506; Jesse Martinez Jr., financial secretary and business representative of Local 1976; Frank Gurule, Local 721 business manager; Victor Nava, business representative of Local 721; Armando Vergara, administrative assistant to the Los Angeles District Council; Wally Bond, organizer, LADC; Alfonso Hernandez, financial secretary and business representative, Local 1407; Ronald Hunter, business representative, Local 769; Gonzalo Barba, financial secretary and business representative, Local 3161; Martin Huerta, Local 1752; Pete Arenobine, retired member.

mented members for help with the immigration process—such as churches, neighborhood centers or labor councils.

Does the new law affect union hiring hall referral procedures?

No. The law contains penalties for employers who hire undocumented workers; the law does *not* apply to union hiring halls. Business Representatives are advised not to question members about their citizenship status or refer members on that basis. Doing so could lead to discrimination charges.

Esfuerzos de la UBC Sobre Inmigración

El periodo de aplicación para legalización sobre la Reforma de Inmigración y el Acto de Control fue abierto el 5 de mayo de 1987.

La edición *Carpenter* del mes pasado contornó los cambios para los trabajadores sin documentos y sus patrones y también describió el curso de la UBC sobre la ley de Inmigración.

Algunos miembros de la UBC están sin documentos y solicitarán para legalización y eventualmente para ciudadanía bajo la nueva ley.

La Fraternidad ha tomado esfuerzos para ayudar a estos miembros y igualmente a otros en nuestras industrias.

Employer Sanctions Take Effect June 1

As of June 1, 1987, the I.N.S. will begin issuing citations and fines against employers and contractors who knowingly hire undocumented workers or who fail to verify the legal status of new hires as provided by the law. This means that as of June 1, all employers must begin checking the immigration status of new hires and keeping appropriate records.

The first time an employer is caught knowingly hiring an illegal immigrant, the employer will receive a warning. After that, for the first offense an employer faces a civil fine of \$250 to \$2,000 per worker. For further offenses the fines get larger with repeat offenders facing additional fines and imprisonment for up to six months. By May 31, 1988, the law gets stricter and there are no more warning citations.

Undocumented workers already on the payroll and hired after Nov. 6, 1986, but before June 1, 1987, are protected in their employment if they are in the process of applying for legalization. As of June 1, employers are prohibited from hiring undocumented workers.

Employers are not required to check the legal status of undocumented workers on the payroll who were hired before Nov. 7, 1986, and in fact, are being advised by their attorneys not to do so.

UBC members who are undocumented thus have some protection under the new law.

Los Angeles District Council Assists Immigration Project

With less than 24 hours remaining before the Immigration and Naturalization Service began accepting applications from undocumented workers for legalization under the provisions of the Immigration reform and Control Act of 1986, representatives of the Los Angeles District Council of Carpenters and its affiliated local unions made final preparations for the start of an ambitious countywide program to assist undocumented members.

Members of Local 1506 were busy refurbishing office space donated by Local 1752 in Pomona, Calif. for use as a processing center, while representatives of the district council and Cabinet Makers, Drywallers, Lumber and Sawmill Workers and Construction locals attended a final briefing on the legalization process at the Los Angeles County Federation of Labor.

The briefing presented by members of the Los Angeles County Federation of Labor's Immigration Assistance Project was the culmination of a month-long process of gearing up to meet the anticipated needs of many thousands of union members who will need help applying for legalization for themselves or relatives.

Los Angeles District Council Administrative Assistant Armando Vergara, who has played a central role in organizing and raising funds for the project, explained why the Brotherhood was putting so much time and effort into the project.

"In Los Angeles, and throughout the Southwest, the question of the undocumented worker is one that we have been trying to deal with for years. Easily exploited by employers who have used them to undercut wages and conditions, they have been a real challenge to organize because of their fear of deportation. But when we have been able to organize them, they have been strong and loyal union members.

"We believe that this legislation has given us one of the most powerful organizing tools imaginable. These workers have come here for the same reasons that most of our parents or grandparents did. They want a better life for themselves and their families. If the union helps them achieve that goal, first by legalizing their residency status and then by organizing their workplace and getting them the benefits of a union contract, we will have their loyalty and their membership."

Douglas J. McCarron, secretary treasurer of the district council, underscored the value of the amnesty program, pointing out that by removing the fear of deportation "We will take away the club that the non-union contractor has held over their heads for years. Once that is done we will be able to make great strides in organizing."

As a result of the commitment by the district council and other unions involved in sponsoring the program, union members and their families in Los Angeles who apply for amnesty will find a battery of professional workers and trained volunteers waiting to help them.

In order to insure that nothing is overlooked, the procedure for filing has been divided into four segments. The first part of the program will involve a detailed explanation of the law and the procedures for applying. Because of the severe time restrictions it is critical that every applicant understand what deadlines must be met. During this stage special problem cases will be referred to an attorney for help. Pre-forms, designed to gather essential information, will be filled out and key punched into a computer.

In the second step, volunteers and document counselors will review the applicants' documents to make sure that all the information is complete. If not, further work with a counselor or attendance at a workshop will be required. Once all materials are ready there will be one last session with the document counselor before the final step, a technical review of the forms by attorneys at the central location.

It is hoped that by using this exhaustive process, errors will be minimized and members will be so familiarized with the forms and process that the actual application will go smoothly.

This aggressive effort by the Los Angeles District Council to help union members and their families achieve legal resident status, freeing them from exploitation and the fear of deportation, is in the finest tradition of the Brotherhood and the labor movement—workers helping fellow workers improve their lives and care for their families.

Proyecto de Inmigración LADC

Con menos de veinticuatro horas antes de que el Servicio de Inmigración y Naturalización principie a aceptar aplicaciones de trabajadores indocumentados para legalización bajo las provisiones de la Ley de Reforma y Control de Inmigración de 1986, representantes del Consejo de Carpinteros del Distrito de Los Angeles y sus uniones locales afiliadas estaban haciendo los preparativos finales para atender un programa interesante a nivel nacional para asistir a los miembros y sus familias a través del complicado proceso.

Miembros del Local 1506 han estado ocupados preparando el espacio de oficina donado por el Local 1752 en Pomona para usarse como centro de proceso, mientras que los representantes del Consejo de Distrito y Productores de Gabinetes, Encajonadores, Trabajadores de Madererías y Aserraderos y Locales de Construcción atendieron al toque final en el proceso de legalización llevado a cabo en la Confederación de Trabajadores del Condado de Los Angeles.

Las instrucciones presentadas por miembros del Proyecto de Asistencia de Inmigración de la Confederación de Trabajadores del Condado de Los Angeles fué la culminación del proceso de largos meses de preparación para afrontar las necesidades anticipadas de muchos miles de trabajadores sindicalizados quienes necesitan asistencia para aplicar para legalización de ellos mismos y sus familiares.

El Asistente Administrativo del Consejo del Distrito de Los Angeles, Armando Vergara, quien ha desempeñado un papel central en organizar y recaudar fondos para el proyecto, explicó porque la Hermandad ha puesto tanto tiempo y esfuerzo en éste proyecto.

"En Los Angeles, y a través del Suroeste, el problema de los trabajadores indocumentados es uno que hemos estado tratando de sobrellevar por años. Fácilmente explotados por empleadores quienes los han usado para reducir salarios y condiciones, ellos han sido un reto real para organizar debido a su temor de ser deportados. Pero cuando hemos logrado organizarlos, son miembros fuertes y fieles a la Unión."

"Creemos que esta legalización nos ha dado una de las herramientas más poderosas imaginables para organizar. Estos trabajadores han venido aquí por las mismas razones por las que la mayoría de nuestros padres o abuelos lo hicieron, ellos quieren una vida mejor para ellos mismos y sus familias. Si la Unión les ayuda a lograr esta meta, primero legalizando sus estatutos de residencia y luego organizando su lugar de trabajo y obtenerles mejores beneficios de un contrato de Unión, tendremos su fidelidad y su membresía."

Douglas J. McCarron, Secretario Tesorero del Consejo del Distrito subrayó el valor del programa de amnistía, indicando que una vez quitado el temor de deportación "Desapareceremos el club que los Contratistas sin Unión han sostenido por años. Una vez que esto se cumpla será posible tener grandes triunfos en organizar."

Como resultado del cometido por el Consejo de Distrito y otras Uniones involucradas en patrocinar el programa, miembros de Unión y sus familias en Los Angeles que apliquen para amnistía encontrarán un grupo de profesionales y voluntarios entrenados que los esperan.

Para asegurar que nada se ha omitido, el procedimiento para aplicar ha sido dividido en cuatro segmentos. La primera parte del programa comprenderá una explicación detallada de la ley y los procedimientos para aplicar. Debido a las fuertes restricciones del tiempo es crítico que cada aplicante entienda cuales son los límites de tiempo a seguir. Durante esta etapa los casos de problemas especiales serán referidos a un abogado para su asistencia. Pre-formas designadas a reunir información esencial serán completadas y procesadas en la computadora.

En el segundo paso, voluntarios y consejeros de documentos revisarán los documentos del aplicante para estar seguros de que toda la información está completa. Si nó, será requerido más trabajo con un consejero o asistente del lugar. Una vez que todos los materiales están listos habrá una última sesión con el consejero de documentos antes del paso final, una revisión técnica de las formas por abogados en la ubicación central.

Se espera que utilizando este proceso minucioso se aminorarán los errores y los miembros estarán en esa manera familiarizados con las formas y el proceso que la aplicación actual será más fácil.

Este esfuerzo agresivo del Consejo del Distrito de Los Angeles para ayudar a sus miembros de Unión y sus familias a conseguir sus estatutos legales, los libertará de la explotación y el temor de deportación que es la más fina tradición de la Hermandad y el movimiento laboral. Trabajadores ayudando a sus compañeros trabajadores a mejorar sus vidas y el cuidado de sus familias.

Washington Report



GRANTS FOR DISLOCATED

Secretary of Labor William E. Brock has announced a total of \$2,500,000 in grants for dislocated workers in Alaska, Massachusetts, Ohio, and West Virginia, who are displaced due to mass layoffs, plant closures, and the downturn in demand for natural resources such as oil, gas, and coal.

The funds, authorized under Title III of the Job Training Partnership Act, will provide dislocated workers with retraining and other supportive services to re-enter the workforce.

The State of Alaska Department of Community and Regional Affairs will receive \$750,000 to assist up to 375 workers affected by mass layoffs in state government, the oil exploration and extraction industry, airline industry, and various construction firms.

The Massachusetts Industrial Services Program will receive \$500,000 to assist up to 970 workers dislocated as a result of the General Electric Turbine and Aircraft Division closure.

MERGERS OUT-OF-HAND

The AFL-CIO has made specific recommendations for regulating corporate mergers and takeovers, contending that the wave of "merger mania" confronting U.S. business takes its heaviest toll on workers and communities. Outlining the federation's recommendations before the Senate Banking Subcommittee on Securities, Secretary-Treasurer Thomas R. Donahue called for revisions to securities laws as well as new legislation to protect the labor contracts of workers in newly merged companies and to prevent corporate raiders from tapping large surpluses in their target companies' pension funds.

Takeovers hurt workers in three ways, Donahue said—through direct loss of jobs, reduction of wages and fringe benefits or raids on pension funds and destruction of the seniority of long-term workers.

There is little documentation on the number of jobs lost to mergers, but the AFL-CIO estimates as many as 80,000 union jobs have been lost directly and another 80,000 indirectly because of mergers.

WELFARE, TRAINING OVERHAUL

The Senate unanimously approved a bill designed to target long-term welfare recipients for job training and employment assistance while a House panel began markup of a comprehensive proposal to overhaul the welfare system. The Administration has expressed opposition to both measures on grounds that they impose additional costs and administrative burdens.

The adopted Senate bill (S 514), the Jobs for Employable Dependent Individuals, amends the Job Training Partnership Act to provide states and communities with financial incentives to direct job training resources to individuals who have been receiving benefits under the Aid to Families with Dependent Children program or the Supplemental Security Income program. JEDI also incorporates the Reagan Administration's proposal for providing employment and training services to youngsters in families that receive AFDC.

The House bill (HR 1720), the Family Welfare Reform Act, would require welfare recipients with children over six years old to participate in available education, training or work activities. Participants in such activities would be guaranteed day care services and other support assistance to facilitate their transition to employment. The bill is in the midst of markup by the House Ways and Means Public Assistance and Unemployment Compensation Subcommittee.

OSHA NEEDS REFORMS

A federal report warning that the Occupational Safety and Health Administration "risks total paralysis" recommended needed changes in agency operations. But these reforms will be "meaningless until there is a commitment from top OSHA officials and the Reagan Administration to carry them out," the AFL-CIO said.

OSHA has been reviewing the report since February, and expects to develop some form of response in the near future, the agency said.

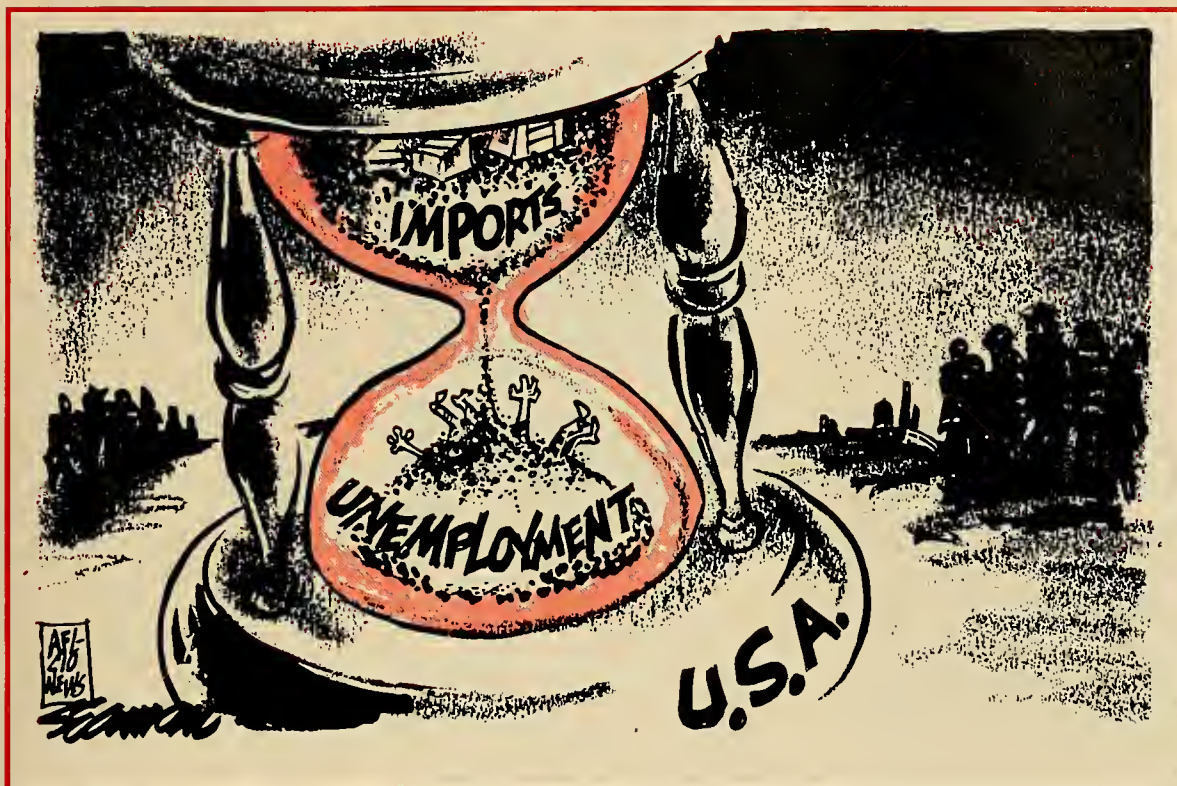
The report keyed on the major complaints organized labor has had with the agency. It attributed long delays in setting standards to the inability or unwillingness of upper level management to make tough decisions and urged the "infusion of fresh blood" into OSHA, which it said is underfunded, understaffed and lacking direction.

INSURANCE PREMIUM PROPOSAL

An across-the-board increase in insurance premiums for single-employer pension plans is preferable to the Administration's variable rate plan, labor witnesses asserted recently at House hearings.

The government's Pension Benefit Guaranty Corp. wants to charge substantially higher premium rates for underfunded plans which constitute the greatest risk. PBGC told Congress it needs additional revenue to meet heavy obligations it incurred in recent years, mostly because of the collapse of several large pension plans in the depressed steel industry.

PBGC also wants to stiffen minimum funding standards and to allow employers to take some but not all "excess assets" out of a pension plan without terminating it.



Trade Policy Is Always About Jobs, Employment Conference Is Reminded

There are destructive trade-offs in the trade policies of the United States, D. Quinn Mills of Harvard University told a recent conference on employment policy in Washington, D.C.

"We have tried to purchase international security at the price of America's economic strength," Mills told the conferees.

"Trade policy is always about jobs," said another top U.S. trade official at the conference. By that standard alone, recent American trade policy has proved a disaster: our \$150 billion annual trade deficit has cost the nation three million jobs in manufacturing over the last three years and reduced the gross national product by almost 2%. The overwhelming deficit in manufactured goods carries with it other serious implications. Sales of manufactured goods pull along a myriad of associated services, including financing, construction, maintenance, alteration and repair. An economy that loses market share in world manufacturing also risks a declining market share in services—and a falling standard of living.

"Today there is widespread agreement that our huge trade deficit is a national problem," Mills pointed out.

Why has the government done so little about it? The answer—which remains generally unrecognized—is that our government is prepared to sacrifice American jobs and manufacturing market share to gain geopolitical advantages abroad. Our trade problem is the result of a policy success, not a policy failure. It is neither a conspiracy nor a fluke; rather, it is a conscious decision to favor geopolitical interests over the interests of American business and workers."

Mills contends that the current trade crisis in the United States stems from "largely avoidable conditions that still cry out for remedy." He listed them as follows:

- **We should keep international exchange rates flexible.** "The Treasury Department's effort to institute a system of managed exchange rates is exactly counter to American interests. Over the last several years, when an overvalued dollar penalized American manufacturing, the U.S. government supported freely fluctuating exchange rates. True, the government recently joined in efforts to reduce the value of the U.S. dollar; but now that exchange rates are moving in a direction favorable

to American interests, the government has suddenly bestirred itself to attempt to stabilize rates.

"It is especially important to let the yen continue to appreciate, both to support Japan's long-term interests and to put our own industry on a better competitive footing. It will take a mutual effort to move Japan away from its predatory economy and toward a system of balanced international trade."

- **We should reduce the economic dependence of debtor nations.** "Efforts of debtor nations to earn dollars to pay service on their debt have caused American exports to those nations to decline precipitously. The drop in the price of oil has exacerbated the problem. If we want to exchange goods between the United States and debtor nations, we must first remove the roadblock of that debt.

"Today our large banks are in a far stronger position to weather the shock of writing down large portions of debt than they were just a few years ago. For many of the major banks, capital now exceeds foreign loan exposure, a situation that allows them to sell or write down foreign loans without imperiling their solvency.

"The Treasury Department has clearly chosen the wrong path in dealing with debtor nations. Its approach is to continue to extend large loans to those nations, adding more debt to their burden. In exchange for these new loans, the Treasury wants the recipient nations to institute growth-oriented economic policies. This condition is a positive step, particularly if it replaces the squandering that typified so much of the initial lending. But if economic growth is pursued only in the context of an ever-increasing debt burden, even the growth will be distorted. Economic expansion will have to be aimed at the export market to the United States."

● **We must disavow sole responsibility for the international monetary system.** "What began in the aftermath of World War II as a collective responsibility for the stability of the system has given way in recent years to a unilateral American burden. Attempting to carry the weight of this burden alone will further entangle the American economy in policies that benefit others and hurt us. The declining market share of the United States in the international economy clearly shows that this policy is a mistake."

● **We should work to free ourselves of client states, not to acquire them.** "Dependent relationships are not lasting ones. Dependence, whether among individuals or among nations, only breeds contempt and despair. The attempt to use our nation's remaining economic power to protect foreign states from both outside subversion and inside revolt continues to drain our resources, while providing only ephemeral security."

"In particular, it is a colossal mistake for us to compete with the Soviet Union on a country-by-country basis. Not every less developed country is of equal geopolitical importance to the United States. Some nations, like Israel and Mexico, do represent a vital interest to the United States. Where that is the case, we should extend a broad package that includes not only direct economic assistance but also a long-term plan for helping those countries become more self-sufficient. Moreover, we should make better use of multinational efforts in economic competition with the Soviets, building in important support roles for our allies. We can maintain international security and economic strength simultaneously if we avoid the temptation to buy short-term political dependence abroad."

"The basis for a strong American economy and a healthy international economy is mutual, not one-way trade."

Mini-Cars for the Chinese By Way of Briggs & Stratton



The complications of international trade are illustrated by a recent action of the Briggs & Stratton Corp. of Milwaukee, Wis.

A few years ago, Briggs & Stratton was in financial straits, partly because it produced mostly seasonal products—lawnmowers and outboard engines—and partly because it had labor-management troubles.

Now it has a product it believes will sell on the international market year around, and its first customer is the People's Republic of China. It hopes to substitute Briggs & Stratton mini-cars for all those bicycles crowding China's roads.

The mini-car, developed in specific response to that country's seventh Five Year National Plan of China, was introduced at the April 7-12 International Internal Combustion Engine Expo in Shanghai.

The car features a French-made Gateau body and is powered by a Briggs &

Stratton 16 horsepower Model 32 single cylinder cast iron engine. The heavy-duty industrial/commercial engine has been sold primarily in this country and Europe to manufacturers of yard and garden tractors, turf-mowing equipment, pumps, generators and other construction equipment.

Engines for the car and other potential Chinese applications will be manufactured under a joint venture agreement between Briggs & Stratton and Chongqing Puling Machinery Works. The venture group, called Puling-Briggs & Stratton Engine Corporation, will produce a 10 horsepower engine as well as the 16 horsepower model.

To create the Chinese mini-car, which is expected to travel at an average speed of 35 mph and can hold four adults, the original Gateau tires and wheels were changed, the torque converter was adjusted and the frame was somewhat modified.

The car will be marketed as a vehicle for short-distance use on the new roadways China is building to link cities and suburban and rural areas. According to Briggs & Stratton, the Chinese were looking for an entry level vehicle that might be used for a broad variety of applications including urban delivery and taxi service.

Will all of this help to rectify America's trade imbalance? Not very much. The Chinese insist on manufacturing the mini-car engines in China. Briggs & Stratton will supply parts, and Chinese revenue will flow back to Milwaukee, B & S's home base. As Quinn Mills suggests in the accompanying article, it does "support the interests of American Companies in the international economy."

The United States should renew its commitment to that objective by phasing out efforts to manage the current system, which is a relic of the past.

"The actions we should take to change the system are evident. The primary responsibility of the American government must be to develop multinational guarantees of international security and to support the interests of American companies in the international economy."

"Where free trade is possible, we should give it priority."

"Where we are excluded from foreign markets, we should retaliate by closing off our own market, without the restraining hand of a foreign policy perspective that sees virtue in sacrificing American jobs to gain influence abroad."

"The government has already taken steps to limit foreign access to the American market under certain circumstances: less developed countries that do not meet minimum standards of fair worker treatment are barred from exporting their products to the United States. We are also starting to enforce existing free trade laws more stringently. Such steps are crucial for the recovery of the American economy from the crushing burdens that have been placed on it. The result should be a system that avoids dependent relationships among nations and reduces the burden of debt. The sooner we adopt such a plan and stop squandering our wealth, the better we will be able to meet our commitments—both to our allies around the world and to our own people."

UBC

Recent Contributors to 'Blueprint for Cure'

Blueprint for Cure contributions were received from business representatives attending the April 12-17, 1987 Training Seminar at the George Meany Center for Labor Studies, as follows: Nelson L. Bard, John Betkowski, Nathan Bitely, Mark M. Briggs, Thomas C. Cameron, Robert Cherry Jr., Jerry Cooley, James Daluge, Richard Lee Daniel, Arnold F. Dickson, Michael W. Donnelly, James Doyle, Paul Richard Edler, Richard A. Fleming, Ronald C. Fors, Jack Gilchrist, Phillip R. Helsius, Arthur Huff, Patrick J. Kelley, Timothy J. Kelley, Thomas F. Kelly, Edward T. Kuhar, Michael Kuzemka, Gary A. Larson, Frank T. Libby, George E. Long, Gary Lothenbach, Henry L. Lower, Thomas Marshall, Harry D. Melander, K. Michael Miller, Richard E. Morehead, Robert Novak, Edwin R. Nyhus, Eugene Oakley, Dennis Otterstetter, Robert Rhoades, Dean Running, Al Semmler, John A. Steffens, Donald W. Stewart, Kenneth Stewart, Patrick E. Thomas, Edward J. Tock, Kenneth R. Walker, John Wallace, Lee Weigel, Timothy P. Wells and Fred R. Wright.

Additional contributors:

Francis and Adelia Lamph
Dennis O. Spears
Eugene F. Stone

417, St. Louis Missouri

1026, Miami Florida

1338, Charlottetown, P.E.I.

1861, Mountain View California

In memory of Elmer John Richardson from his family, the Moulton family, Mr. and Mrs. Grover Zeeck, Herb and Donna Zeeck and Sons, August and Ester Zeeck and Henrietta Tippey.

Construction Employers of the Hudson Valley, Inc.

D.A.D.'s Day Set For Father's Day Weekend

Mark your calendar! The date has been set for the "Dollars Against Diabetes" fund-raising effort—the newest phase of the Building and Construction Trades Department's "Blueprint For Cure Campaign." United Brotherhood members are being urged by the UBC general officers to participate in this event.

On Saturday June 20, Father's Day Weekend, thousands of Building Trades workers will be drawn together by the spirit of compassion and giving to help raise some of the money needed to build a new Diabetes Research Institute at the University of Miami.

Specifically, D.A.D.'s Day will work like this: Heavily traveled traffic intersections all over the country will be manned by BCTD volunteers who, after the traffic light has turned red, will approach waiting vehicles. Drivers will be asked by volunteers to contribute whatever money they can to help find a cure for diabetes. It's that simple.

The D.A.D.'s Day event is modeled after the Institute's "Hi-Way Holdup," which raises more than \$100,000 in Miami and Ft.

Lauderdale, Fla., every year. Busy intersections have raised as much as \$3,000 in one six-hour period. All money collected will go towards building a new Diabetes Research Institute facility at The University of Miami School of Medicine.

In short, D.A.D.'s Day represents a unique opportunity for building trades volunteers to give the precious gift of life to millions of diabetics.

A complete D.A.D. "how-to" kit has already been assembled and sent to every local Building Trades council. In addition, a special "D.A.D. Training Film" has also already been prepared for local use. More information can be attained by contacting D.A.D.'s Day coordinator Neel Lattimore at (202) 223-8700.

BCTD Secretary Treasurer Joseph F. Maloney, a co-chairman of the event, says that, "We can raise hundreds of thousands of dollars through D.A.D. to help find a cure for diabetes. I am asking every BCTD member to please help us meet that goal."



A building tradesman gets into the spirit of "D.A.D.'s Day."

Union Label

Continued from Page 5

veins of these who work for their livelihood. White was added as a gesture of patriotism as it completed the colors of the flag. Finally, gold was added to give the label a more artistic appearance and to signify proper remuneration for those who earn their living by the sweat of their brow.

The Brotherhood's Union Label can be found today on furniture, in churches and schools, through the halls of the Congress, even on the White House rafters, as well as on manufactured items of the forest products industry and the building trades industries. It stands as one of the most important

pillars in the structure of the United Brotherhood, a source of strength, as it shows that the products produced under this label are produced under fair working conditions and fair wages by workers united for their common welfare.

And as First General Vice President Sigurd Lucassen stated to the 35th General Convention in Toronto last year, "We still have that source of strength . . . The union label is still potentially a very powerful tool. . . . We need to make our members understand that when they promote the use of union label goods they are protecting the jobs of

brother and sister members in the Brotherhood-represented shops. This means buying union label goods as consumers, and most importantly, urging our contractors to use union label products on construction jobsites."

This month you can show your support of the union label, and everything it stands for, by turning out with your family and friends to attend the AFL-CIO Union Industries Show. Tickets are available from your state labor federation, central labor council or union label council. Show that you know a union-made product is a quality-made product.

UBC

Picketing on your feet, or working on your knees?

"Talk about walking a mile in another man's shoes. Try walking a picket line for a few hours."

That's the way a member of the Writers Guild comments on his recent experience pounding the sidewalks outside the CBS studios in Washington, D.C.

His description of a picket line in the April 6 issue of *U.S. News and World Report* will bring amens from UBC members pounding the turf this month to improve their wages and working conditions.

Andy Purdy, the writer, says that his union was in a long fight for its jobs and that jobs in the broadcasting network were "dropping like flies."

The worst things about a picket line are obvious, he notes: "endless slow walking in circles, boredom, frustration, anger at the apparent hopelessness of it all. You feel like you have so much to offer, but there you are, for at least four hours a day, in the dark, in the cold, in the rain. I've felt few lonelier moments in my life. . . ."

"I had no ideas how sore your legs can get from hours of walking slowly. It's hard to get out of bed the next morning to face the prospect of more hours on the line and virtually no good news. It's easy to get bitter when the union negotiators keep passing the word down that they are 'cautiously optimistic.'"

"We knew from the start that the company's hidden agenda might be to go all the way and break the union. . . ."

Purdy says he was surprised at how personal the symbolic importance of the picket line became. "It really hurts to see a friend cross."

He adds, "Don't get me wrong; picketing isn't all bad. With the exception of the occasional heckler in a passing car, the mentally-ill religious fanatic who wants to convert us or the recent college graduate who wants the inside story on network TV, everybody has been very nice to us. That includes management people who are working overtime to do our jobs



and technicians who cross our picket lines knowing they may be in the same boat when their contracts expire in a few months. . . . Even in these bad times we're still proud of where we work and who we work with.

"This is not the place to go into details of the dispute, but I hope that those who see us walking the line understand that job security—including how freely the company can use temporaries to permanently displace staff employees—is the key. We can't rest easy knowing that our careers could be arbitrarily snuffed out so easily.

"We're proud of the work that we do, and we want a chance to continue. We don't enjoy the picket line, even on nice spring days. But we'd rather be picketing on our feet than working on our knees."

Editor's note: The Writers Guild settled after eight weeks, with small increases in their contracts. One possible setback was a "golden boy" clause in the new contracts whereby 25% of the news staff are not covered by the seniority protections of the contract. The Guild expects the networks to whittle jobs away until they reach these "golden boys."

UBC Challenges L-P

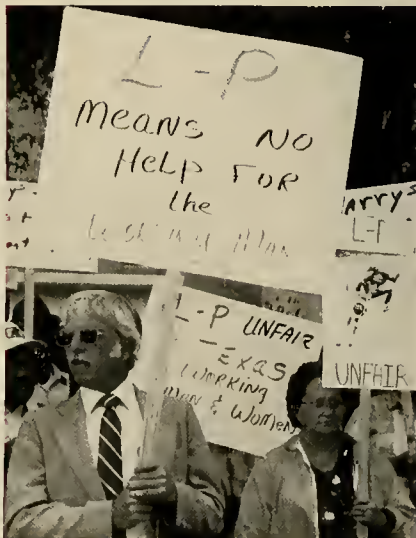
Continued from Page 9

proached the microphone and called for the immediate adjournment of the meeting. Upon adjournment Merlo quickly exited the hall, leaving behind the shareholders and a hundred local high school students who were invited to the meeting by L-P to "see free enterprise in action."

L-P National Boycott Day Preparations Underway

A show of national solidarity with the L-P strikers is planned for Saturday, June 20, 1987, when Brotherhood members across the country will be asked to conduct L-P boycott leafletting at local lumber retailers. A letter from General President Campbell to locals and councils throughout the country urges the full participation of Brotherhood members: "We've sent a strong message to L-P and every other company in the wood products industry that when our members are challenged, we fight back. As L-P saw at its last shareholders' meeting, this Brotherhood will not turn from the fight until justice is secured for our members. What L-P thought was a short-term fight with 1,500 workers in the Pacific Northwest has been a long-term battle with a national labor union that has no intention of backing off."

In preparation for the June 20 boycott action, area lumber retailers should be surveyed to determine if they carry L-P lumber products. The names of retailers carrying the product should be sent to the special programs department at the General Office. A letter from the General President will be sent to the retailer informing them of the strike at L-P and the upcoming handbilling. Boycott handbills can be requested from the special programs department.



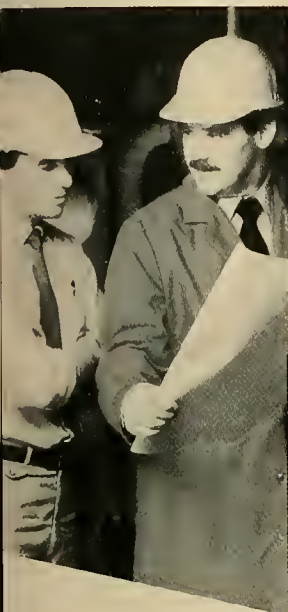
OSHA Proposes Revision of Excavation Rules

The U.S. Department of Labor has proposed a major overhaul of its regulations covering excavation work, including trenching, one of the most hazardous jobs in the construction industry.

"Accidents in excavation work not only occur more frequently than in construction in general, but also are much more likely to be fatal," Assistant Secretary of Labor John A. Pendergrass, who heads the Department's Occupational Safety and Health Administration, said.

"Our proposal, which stresses performance rather than detailed specifications, is aimed at reducing these workplace tragedies while also updating and clarifying OSHA's safety requirements at these worksites."

OSHA estimates that more than 100 fatalities occur in cave-ins each year, primarily in trenching. The fatality rate for trenching alone is estimated to be 112% greater than in construction as a whole, which has long been one of the most hazardous of the general industrial sectors.

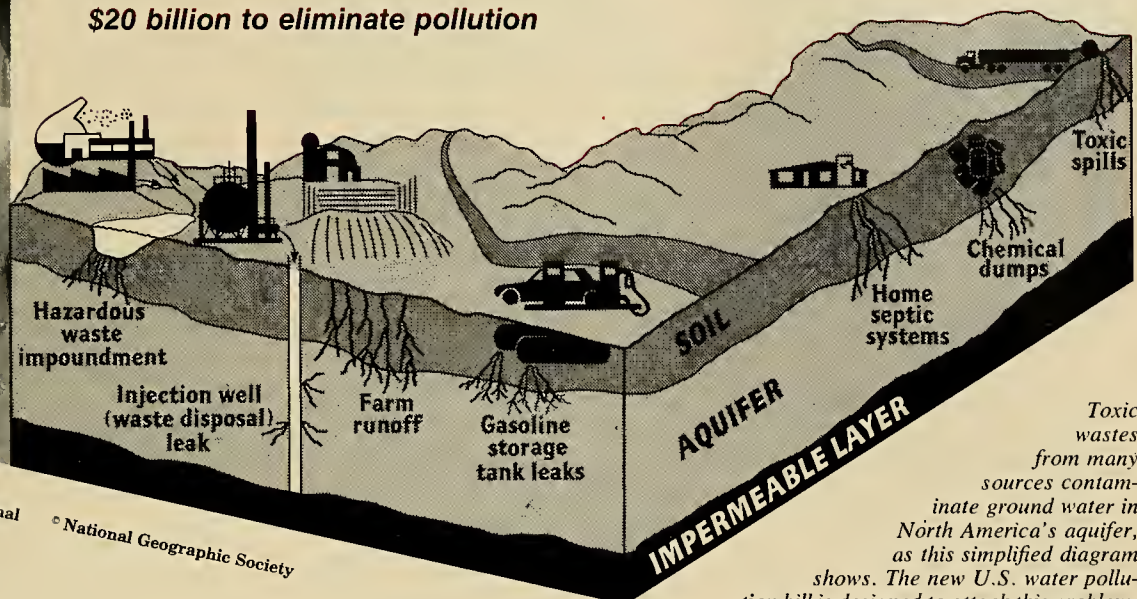


The Labor-Backed Clean Water Act Must Be Put to Work Now

\$20 billion to eliminate pollution

© Culligan International

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Toxic wastes from many sources contaminate ground water in North America's aquifer, as this simplified diagram shows. The new U.S. water pollution bill is designed to attack this problem.

Polluted groundwater represents "a potential time bomb slowly ticking and ready to go off," an Oklahoma representative told the U.S. Congress three years ago.

"The American people want clean water," said another, last year.

In 1986 the United Brotherhood and other labor unions joined with environmental groups to push for legislation which would accomplish that goal. Legislation proposed last year would have amended and reauthorized the Clean Water Act of 1972, which was long outdated, but President Ronald Reagan pocket vetoed the Congressional bill by refusing to sign it before the 99th Congress adjourned.

Last January, the first bill in the Congressional hopper was that same clean water bill, and this time supporters had enough votes to override the President's veto. So the Clean Water Act of 1987 is now law. There is a \$20 billion program on the books to clean up the nation's polluted water—\$18 billion through 1994 to state and local governments for the construction of sewage treatment plants and other facilities and \$2 billion for pollution control programs already underway.

But the campaign for clean water is not over. Labor and environmental groups will be pushing state and local governments to take advantage of the

available federal funds set aside for this purpose. As Representative John Chafee of Rhode Island has stated, "we must achieve our goal of making the nation's water fishable and swimmable," and, we must add, drinkable.

Here is a list of some of the contamination sources in the United States:

- 16,000 identified closed hazardous-waste sites
- 1,500 active hazardous-waste-disposal facilities
- 93,000 landfills
- 181,000 surface impoundments
- 1.5 million to 2 million underground storage tanks
- 20 million septic tanks.
- "Uncountable" accidental spills, illegal disposals, abandoned mines, oil and gas wells and pesticide runoff

And it all pours, trickles and seeps into the ground, threatening further contamination of aquifers, the permeable underground rocks, gravel and sand that contain half of the nation's drinking water.

"It is clear that the problem is serious and one that is, in all likelihood, going to get worse before it gets better," Philip Cohen, chief of the Water Resources Division of the U.S. Geological Survey, testified at Senate hearings in 1982.

It's estimated that U.S. aquifers hold

as much as 100 quadrillion gallons. That's 16 times the volume of the Great Lakes.

Only about 1% of that water is thought to be polluted. But low percentages can be misleading when sophisticated devices measure pollution in parts per billion or even trillion.

"Even a small percentage of groundwater contamination is serious," Cohen said, "because generally we find groundwater contamination in areas of densest population and/or industrial activity."

Since 1950, he testified, an estimated 6 billion metric tons of hazardous wastes have been disposed of in or on the land. Some 40 million metric tons are now being added each year, and the rate is growing at about 5% a year, Cohen said.

At the same time, Americans are increasing their use of groundwater about 4% a year. The volume of groundwater used in this country nearly tripled between 1950 and 1980, from 34 billion gallons a day to 88.5 billion.

Despite the mind-stretching magnitude of the problem, however, groundwater contamination has gone largely unnoticed until recently.

For one thing, unlike surface water, groundwater travels slowly. Much of today's pollution originated with our

Continued on Page 27

Labor News Roundup

Coors boycott extends to Fenway Park in Boston

Coors beer has struck out at Fenway Park in Boston, and it won't be in the refreshment lineup for the 1987 Red Sox season.

A group of heavy hitters—including State AFL-CIO President Arthur Osborn, Boston AFL-CIO Secretary-Treasurer Joseph W. Joyce and President Dominic Bozzotto of Local 26 of the Hotel Employees and Restaurant Employees—teamed up to keep Adolph Coors Brewing Co.'s product out of the ballpark.

Backstopping their efforts was City Councilor David Scondras, who steered a resolution through the council last year supporting the AFL-CIO's ten-year-old boycott of the anti-union brewer based in Golden, Colo. Harry M. Stevens Inc., which runs the Fenway park concessions, agreed to the ban.

Simon's public jobs bill lauded at first hearing

Witnesses lauded the public service jobs bill offered by Sen. Paul Simon (D-Ill) during the opening hearing on the legislation, although a prominent civil rights' activist suggested the bill is flawed in some respects and needs improvement. The bill—the Guaranteed Job Opportunity Act (S 777)—would provide public service jobs paying minimum wage to the unemployed at a cost of \$8 billion a year by 1990.

Sen. Daniel P. Moynihan (D-N.Y.) praised Simon for introducing his public service jobs bill at a time when the nation's infrastructure needs work and millions of Americans need jobs. Other sympathetic witnesses testifying before Simon's Labor Subcommittee on Employment and Productivity included Sen. Harry Reid (D-Nev.) and Father J. Bryan Hehir of the U.S. Catholic Conference.

North Carolina safety and health asbestos project

The North Carolina Occupational Safety and Health Project is offering the first hands-on asbestos safety training available to the public in that state. The two-day program, which includes practice in safe techniques in a model workstation, was designed by NIOSH for maintenance workers and others who must handle cancer-causing asbestos. The program was approved by the Environmental Protection Agency.

Women closing pay gap, according to recent survey

Between 1980 and 1985, women obtained two-thirds of all newly created jobs. Most observers believe that this trend will continue because more women are obtaining advanced degrees. In addition to occupying a larger share of the workforce, women are earning more as well. Their annual income, adjusted for inflation, rose by 5.6% in the early 1980s. During this same period, men's income declined 0.7%.

Detroit pension funds commingled for largest project

The Multi-Employer Property Trust announced it has issued a mortgage loan commitment of \$8.6 million for an office park in the Detroit suburb of Troy. The MEPT, launched in 1982, says it is the nation's largest commingled real estate investment fund specializing in union-built construction, with \$332 million in assets and 83 pension plans participating. Four Detroit-based Taft-Hartley pension funds in MEPT are the Detroit area Carpenters, Iron Workers Local 25, Electrical Workers Local 58 and the Machinists. The National Bank of Washington is the trustee for MEPT.

Boycott of Colt Firearms follows UAW strike

In spite of windfall profits in 1985, Colt Firearms maintains its stance of major take-aways in contract renewal negotiations with members of United Automobile Workers Local 376 in Hartford and West Hartford, Conn.

Union members reluctantly voted to strike in January 1986 due to demands by the company for a wage freeze and reductions in health insurance benefits. An unconditional offer to return to work was rejected by the company who has replaced workers with scabs. The NLRB has filed unfair labor practices against Colt and the State has declared the impasse a lockout.

A majority vote by members of the Connecticut General Assembly and State Senate passed a resolution urging Congress to forbid future government purchases of weapons from Colt who is the sole supplier of M16s to the Defense Department. The union states the company is producing junk weapons with untrained replacement workers at public expense and that according to inspection reports, quality is a serious problem.

Colt, which manufactures handguns and rifles, has refused to resume talks at the bargaining table since August 1986. The AFL-CIO Executive Council has endorsed a national boycott of their products.

Union allowed discretion in referring stewards

A building trades union did not violate the Taft-Hartley Act when it bypassed its normal referral procedure in order to ensure the appointment of its preferred members as a steward on a construction job, a divided National Labor Relations Board rules. The Board majority of Members Johansen and Babson upheld the decision of an administrative law judge who found that the union should be allowed some discretion in "determining whom it should appoint as its agent to carry out its policies."

Local 520 of the Plumbers and Pipefitters in Harrisburg, Pa., maintained a referral system under which members were referred to jobs based on the length of time they had been without work—those out of work the longest were at the top of the list for job referrals. The agreement between the union and the Mechanical Contractors Association provided that "a steward shall be a working journeyman appointed by the business agent of the local union." When a construction job on an Allis-Chalmers project began, the union appointed Gerald Boyer as steward and assigned him to the job. Fred Belair, who had opposed the union leadership in the previous election, protested that he should have been assigned to the project since he was higher on the referral list than Boyer.

The union argued that it had exercised a legal and contractual prerogative by sending a qualified person to represent the local as a steward. The administrative law judge concluded that a union "must be free to appoint its stewards and carry out its own program without outside interference."

Unsafe communications major concern to rail workers

Unsafe communications systems in the rail industry are a major concern to workers, rail unions told a special Federal Railroad Administration safety hearing. James R. Snyder, national legislative director for the United Transportation Union and chairman of the Railway Labor Executives' Association's Safety Committee, said the UTU has received hundreds of complaints from members about radio problems, such as interference, congestion, limited range, dead spots, lack of reliability and durability, and poor maintenance. Locomotive Engineers President Robert E. Delaney said that it is "inconceivable" that regular maintenance, inspection, and testing will not be mandated by federal rules because frequent radio defects are not being corrected without them.

Recent train derailments and wrecks in which hazardous chemicals have spilled have caused concern.

Brotherhood's '87 Political Action Program Kicked Off at Building Trades Conference

Brotherhood delegates to the 1987 AFL-CIO Building and Construction Trades Conference in Washington, April 6-9, firmed up UBC plans for political action this year in separate caucuses and a special luncheon, April 8.

General Treasurer Wayne Pierce, legislative director, listed some of the Brotherhood's priorities in proposed federal legislation—a "double-breasted" bill to fight open shop practices, stronger safety legislation, more job-creating bills, fair trade legislation and stronger rules protecting workers' pensions.

Pierce was joined at the luncheon rostrum by General President Patrick J. Campbell, who described labor's uphill battle against the entrenched and wealthy lobbying groups in the nation's capital which attempt to defeat every legislative move by worker organizations. He emphasized that labor's political action groups must continue to work hard in the Congress and in the state legislatures in order to turn America's economy around. He reminded delegates that the rich



The Carpenters Legislative Improvement Committee, known as CLIC, received two healthy donations during the recent Building Trades legislative conference in Washington. Russ Pool, financial secretary of Carpenters Local 483, San Francisco, presented a cashier's check for \$1,000 for use by CLIC in the coming year.



Bert Dally, secretary of the Minnesota State Council of Carpenters, center, and Jerry Beedle of Local 87, St. Paul, Minn., right, presented a check for \$5,350 to President Campbell, representing funds collected at the recent Minnesota state convention. Raymond Hamer, who was a co-chairman of the state convention, was not present for the presentation.

are getting richer and the poor are getting poorer under the programs of the Reagan Administration.

Both Pierce and Campbell reminded the delegates that the 1988 political campaigns for the U.S. presidency are just getting underway and that local units of the Carpenters Legislative Improvement Committee should begin evaluating prospective candidates for state and local offices for the

primary and general election ballots next year.

Several delegations attending the legislative luncheon used the occasion to present checks for CLIC and for the Brotherhood's ongoing campaign for funds for diabetes research. Following the luncheon, the delegations went to Capitol Hill to meet with their representatives regarding pertinent legislation.

Active Members and Retirees Continue to Support CLIC's '87 Program

Recent contributors have included: John Lockwood, Local 857, Tucson, Ariz.; Harry Cohn, Local 1539 retiree, Chicago, Ill.; Justice P. Bailey, Local 125 retiree, Hialeah, Fla.; Randy Pedersen, Local 112, Butte, Mont.; Gregory A. Hopkins, Local 2, Worthington, Ohio; Francis Martocci, Local 2287, New York, N.Y.; James Knox, Local 1305, New Bedford, Mass.; Clarence Foghtmann, Local 16 retiree, Springfield, Ill.; Christopher R. Tock, Local 1241, Worthington, Ohio; Giles Frank Ackerman, Local 124, Wanaque, N.J.; John E. Rammer, Local 710 retiree, Norwalk, Calif.; Alain Petit, Local 2287, Port Ewens, N.Y.; Renato Martini, Local 348 retiree, N. Massapequin, N.Y.; William Weitsman, Local 1921, Lynbrook, N.Y.; Gordon F. Bruce, Local 393, Camden, N.J.; Frank J. Tannert, Local 250 retiree, Ontario, Can.; Milton M. Adam, Local 1323 retiree, Monterey, Calif.; William Wood, Local 17 retiree, Woodside, N.Y.; Lee Goss, Local 1251 retiree, Occidental, Calif.; Ed J. Buschmann Sr., Local 754 retiree, Haledon, N.J.; Joe Gonzales, Local 526 retiree, Galveston, Tex.; Marvin Hubbinga, Local 1052 retiree, Los Angeles, Calif.; John M. Dornbergh, Local 829 retiree, Soquel, Calif.; George Herzog, Local 483, Brisbane, Calif.; John C. White, Local 218 retiree, Malden, Mass.; Louis Kinsella, Local 608, Pearl River, N.Y.; Herman W. Stricker, Local 1837 retiree, Fort Pierce, Fla.; Andrew R. Nezoslosky, Local 348 retiree, Santa Rosa, Calif.; Glenn L. Wank, Local 105, Richmond Hts., Ohio; David Zube, Local 114, Taylor, Mich.; Robert E. Rhodes, Local 1397 retiree, Ocala, Fla.; George N. Patton, Local 15 retiree, Westwood, N.J.; William G. Keers, Local 1243 retiree, Cadiz, Ky.; John S. Munnelin, Local 721 retiree, South Gate, Calif.; Donald Jenkins, Local 267 retiree, So. Zanesville, Ohio; Edward F. Blazejewski, Local 514 retiree, Wilkes-Barre, Pa.; George Utlak, Local 1929, Parma, Ohio; Anthony J. Piscitelli, Local 188 retiree, Bronx, N.Y.; John T. Byrnes, Local 181, Chicago, Ill.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ \$10 ☐ \$15 ☐ \$20 ☐ \$25 ☐ other _____

Name _____

Address _____

City _____ State _____

Zip _____ L.U. No. _____

We're required by law to request this information:

Occupation _____

Employer _____

Make checks payable to:

CLIC

101 Constitution Ave., N.W.
Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

Ottawa Report



AVERAGE WAGE INCREASES

The average annual wage increase in major settlements reached in Canada in 1986 was 3.4%. The downtrend since 1982 has resulted in four consecutive record lows in the level of wage increases; the 1986 annual average of 3.4% replaces 1985's 3.6% as the lowest on record since the start of the series in 1967. The 514 major agreements reached in 1986 cover approximately 1.1 million employees, and when the same bargaining parties last settled (from one to three years ago in most instances), negotiated increases averaged 3.7%. Wage increases were lower in the second half of the year, averaging 3.1% in the third quarter and 3.3% in the fourth, compared with 3.5% in the first and 3.7% in the second quarter.

SOCIAL CREDIT'S MIXED BAG

Sweeping legislation recently introduced by the Social Credit government in Victoria, B.C., was intended to get labor strife out of the frying pan but union leaders said the unrest will go straight into the fire.

The government will get rid of its controversial Compensation Stabilization Program which limited public-sector wage hikes. Teachers will get the right to strike.

In place of the stabilization program is the proposed Industrial Relations Council under commissioner Ed Peck, who heads the stabilization program that ends October 1 after five years.

The legislation would give additional powers to Peck including authority to end "any dispute which is deemed to threaten the public interest."

Previously, the government had the power to end such strikes under the Essential Services Dispute Act, which would be repealed.

Peck would also have the power to order workers to vote on companies' last offers, impose a 40-day cooling-off period when no strikes or lockouts can occur, appoint special mediators and appoint a public interest inquiry board. If the board fails to bring about a settlement, it must recommend one to be voted upon.

The labor bill would also allow unionized companies to establish non-union subsidiaries to bid on projects, a practice known as double-breasting.

COURT ON CHARTER RIGHTS

In a major blow to labor's view of its rights under the Charter of Rights and Freedoms, the Supreme Court of Canada ruled in a recent 4-2 decision that the Charter does not guarantee the right to strike or to bargain collectively.

In three separate judgments, the court said governments can curtail the collective bargaining system by limiting salary increases, prohibiting strikes or lockouts and imposing compulsory arbitration.

The specific rulings dealt with bargaining rights of Alberta public servants, dairy workers in Saskatchewan and federal employees.

Writing for the majority, Mr. Justice Gerald LeDain suggested it is not the Supreme Court's role to second-guess politicians or to substitute its judgment for the legislatures on specific labor issues.

Labor leaders expressed disappointment that the court had given a very narrow interpretation of the Charter's guarantee of "freedom of association."

FEDERAL SMOKING CURB

The government said recently that smoking will be restricted in work places under federal jurisdiction by the end of this year and that tobacco ads will be banned by Jan. 1, 1989.

The measures are part of a comprehensive federal policy on smoking that is to include a new Tobacco Products Control Act with penalties of up to \$100,000 and six months in jail for violating an advertising ban or labeling requirement.

Under the policy, smoking by public servants will be restricted to designated areas, possibly as early as October 1.

Newspaper ads for tobacco will be banned as of Jan. 1, 1988, and billboards, magazine ads and sponsorships the following year. Tobacco companies will be allowed to sponsor sporting and cultural events if the corporate name alone is used in promotional material.

JAPANESE IMPRESSED

Canada's current record of time lost from strikes and lockouts shows the lowest rate in 20 years, and Ottawa is using the figures to sell foreigners on investing there.

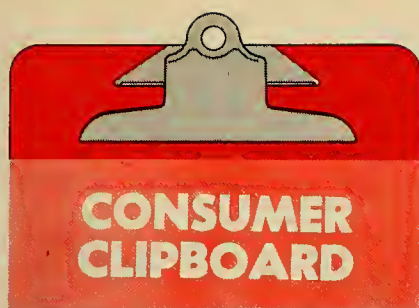
Labor Minister Pierre Cadieux told an audience at the Confederation Club in Kitchener, Ont., that a group of senior Japanese businessmen who visited the country last fall were impressed that Canadian unions appeared more cooperative than they had.

Mr. Cadieux issued a booklet that he said is meant to dispel misconceptions held by both Canadian and international investors about labor relations in Canada. He described Canadian collective bargaining as "a proven system that works well."

In 1985, for example, .13% of working time was lost to strikes and lockouts, the lowest levels in two decades.

The 1985 figure of 3.1 million person-days of work lost to strikes and lockouts was down dramatically from the all-time high of 11.6 million 10 years before. Figures since 1980 show a steady decline in the lost-time rate each year.

Mr. Cadieux said more than 90% of the 11,000 collective agreements renewed last year were settled without any work stoppage.



Take A Closer Look At Nutrition Labels

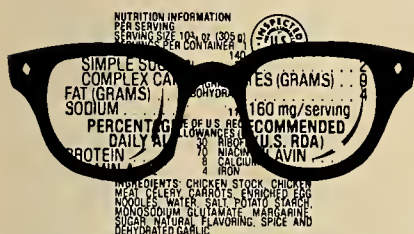
As you walk down the aisles of your local supermarket trying to decide what to buy, do you read food and nutrition labels to help make those decisions? If you're watching out for calories, sodium or fat, reading the nutrition label can definitely help you set a healthier table. Today, more than 50% of all processed foods carry nutrition labels. Food manufacturers are responding to increasing consumer interest about the nutrient content of food. Here's what you need to know.

Tips

- Nutrients are always listed in the same order on the nutrition label.
- The nutrition information is provided per serving. Use the label to compare the calorie, sodium or fat content of two similar products. For example two cereals may be very similar in taste and caloric value, but one might be higher in sodium than the other. Be sure to check the serving size listed on the box. Your idea of a typical serving size may be more or less than what is indicated on the label.
- The nutrition label can help you determine which products are better sources of key vitamins and minerals.

Salt and Sodium

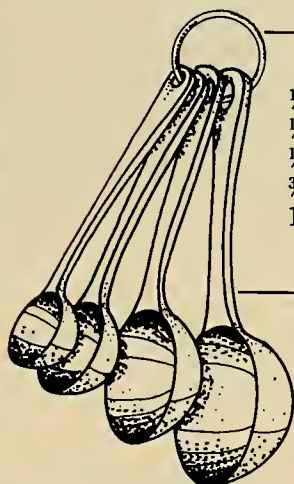
What's the difference between salt and sodium? Should you look for salt



Reading the nutrition label on the foods you buy can help you make informed choices about your grocery purchases.

or sodium on the nutrition label? How much salt or sodium is too much?

If you're confused, you're not alone. Studies have shown that most Americans have a hard time trying to read nutrition labels to figure out what foods



½ teaspoon of salt =	250 milligrams of sodium
¼ teaspoon of salt =	500 milligrams of sodium
½ teaspoon of salt =	1,000 milligrams of sodium
¾ teaspoon of salt =	1,500 milligrams of sodium
1 teaspoon of salt =	2,000 milligrams of sodium

The amount of salt in a product is not listed on the nutrition label, but you will find a listing for sodium. Common table salt is 40% sodium; the above chart shows the equivalent measurements for salt and sodium.

are high or low in sodium. Let's take a closer look.

The difference between salt and sodium is easy to understand. Common table salt is 40% sodium and 60% chloride.

About one-third of the sodium in our diet comes from table salt added to food as we prepare it or at the table. Another one-fourth to one-third of the sodium in our diet comes from the sodium that is naturally present in food. However, the largest single source of sodium in our diet is from processed foods. Sodium, in various forms such as sodium chloride, sodium nitrate, etc., is added to foods for many different reasons—for example, as a preservative, flavor agent or curing agent.

Label Readers

Until recently, even the most conscientious consumer on a low-sodium diet had a problem figuring out which foods to eat and which foods to avoid. A shopper could look at a product's ingredient list and perhaps see some mention of sodium. But the amount of sodium was not stated. But today, there's good news! Things have changed. As of July 1, 1986, all food products that carry nutrition labels must also provide sodium information. This new law helps provide more information about the sodium content of foods. It also helps prevent misleading claims by manufac-

turers about the sodium content of their food products. Terms such as "low sodium" and "reduced sodium" now have legal definitions.

What's in a Name?

- Sodium Free**—less than 5 milligrams per serving
- Very Low Sodium**—35 milligrams or less per serving
- Low Sodium**—140 milligrams or less per serving
- Reduced Sodium**—processed so that the usual level of sodium is reduced by 75%

How Much Sodium

A reasonable amount of sodium in the diet of an average person is 2,000 milligrams daily, which is equal to the amount of sodium found in 1 teaspoon of salt. The National Academy of Sciences has recommended that a daily intake of sodium ranging from 1,100 to 3,300 milligrams is safe and adequate. Most Americans eat many more times that much. Ask your doctor, nurse or registered dietitian if you have any questions.

Shaking the Habit

Do you know how much salt you add to your food? Try this test. Cover a plate with wax paper or foil. Salt the plate as you would if it contained food. Collect the salt, and measure it.

Remember to account for any salt you may have added during cooking.

LOCAL UNION NEWS

Labor History Study Promoted in Illinois

The Illinois State Council has instituted an important and innovative program to encourage the study of labor history in the schools of the state. The Council requested that the Illinois Labor History Society design a gift package of labor history books for presentation by local unions and district councils to community and parochial school libraries.

The package contains books which tell the stories of how people suffered, fought, and died to form unions and gain the benefits we enjoy today. The titles cover a wide range of interests: biography, social history, and union history. They should add a new dimension to many library shelves.

Every local and council is being encouraged to distribute the nine books in the package as well as a copy of *The Road to Dignity*, the story of our United Brotherhood.

Winners of Tools in Montreal



These members of Millwrights Local 2182, Montreal, Que., were winners in a drawing held at the Dec. 16, 1986, local union meeting. Tools and other items valued at \$1,500 were donated by the following companies: Société Sandwell Ltée, Kamyr, B.G. Gheco, Connolly Twizzel, Universel Pipe Line, National Construction, G.M. Gest, Ganotec, Gastier Mécanique, Groupco, Tru-Way Métal, Liard Mécanique, Mécanique Bec, C.C.L., Remec, Courtier, D'Assurance Jean Poitras, Ecusson R. Côte and Laperrière and Verreault.

Ohio Welding Class



Local 437, Portsmouth, Ohio, recently held a welding class with those pictured above in attendance. Front row, from left, they are Terry Crowe, Duane Adkins, and Ronald Syrone. Middle row, from left, are Tony Canter, Tony Pile, Larry Gullett, J.D. Tackett, and Clyde Skaggs. Back row, from left, are Charles Jarvis and Instructor Randy Childers.

Missouri Charter Celebrated



Hundreds of members of Local 1839, Washington, Mo., and their guests turned out for the local's 35th anniversary celebration. The four charter members honored at the event, front row, from left, are Eugene Wilson, Bud Neier, Ray Steibel, and George Lawrence. In the back row, from left, are Local 1839 President Perry Steele, Vice President Ronny Feller, Sixth District Board Member Dean Sooter, Carpenters District Council Executive Secretary Leonard Terbrock, and Business Representative Jim Brooks.

Jamestown Shop Stewards Train

Fifteen industrial shop stewards from Local 2753, Jamestown, N.Y., recently completed a two-night training program, "Justice On the Job." The program was conducted by New York State Council Secretary-Treasurer Joseph S. Lia and Representative Kevin Thompson. Pictured, at right, front row, from left, are Robert Seely, Daniel Ingerson, Thomas Blodier, David Rojas, and Daniel Taylor. Back row, from left, are Robert Norris, Rick Jewell, Joseph Ferraro, David Ingerson, Kenneth Louerme, Walter Sheldon, Carol Lowery, Barbur Green, John Jewell, and Raymond Finch.



Konyha Honored



General President Emeritus William Konyha was recently honored by the installation of a plaque recognizing his 50 years of service to the United Brotherhood in the entrance hall of the Cleveland and Vicinity District Council of Carpenters building. Pictured with Konyha are District Council President Dave Quinby, Secretary-Treasurer Tom Welo and General Representative Michael Bekes.

Get-on-Board Awards



More members of Local 1764, Marion, Va., have received UBC "Get-on-Board" jackets for their work in signing on new members. Pictured above, from left, are James Rouse, William Hughes and James Martin.

UBC Films on Rhode Island Cable

Rhode Island cable television subscribers have access to programming broadcast by the Institute for Labor Studies and Research in Providence, R.I., on Rhode Island LaborVision. Programs are broadcast three days a week for an hour at a time on various cable channels.

Among the programs recently featured on LaborVision were a labor history series, informational films on health care costs and employment situations and a political action video.

On the schedule for the summer months are two Brotherhood films. "You Make a Difference" and "Skills to Build America" are set to be broadcast on July 14, 17 and 18. We encourage New England members in the viewing area to check their viewing guides for more information on LaborVision and to note the times the UBC films will be aired. We are told that Local 94 in Providence will be notified when the UBC films are scheduled for showing.

Workshop for California Officers, Stewards



Officers and shop stewards from three California locals recently attended a workshop conducted by Representative Norman G. Bashore. Representatives of Lumber and Sawmill Workers Local 2927, Sutter Creek; Local 3088, Stockton; and Local 1522, Martell, are pictured above.

Seated, from left, are Warren Sandoz, Local 2927; David Long, Local 3088; Douglas Vanderford, Local 2927; William Speas, Local 2927; Bill Beach, Local 3088; and Richard Haynes, Local 3088.

Standing, from left, are William Long, Local 3088; Keith Marshall, Local 1522; Anthony Peacock, Local 1522; Elden Clymer, Local 1522; John Hubbard, Local 1522; Bon Grosse, Local 2927; Kathy Allen, Local 2927; Steve Bonham, Local 2927; Chris Fillmore, Local 2927; Bertha Mae Carr, Local 2927; Jerry L. Kirchgatter, Local 2927; Charles Yocom, Local 2927; Paul Wickham, Local 3088; Brian Carlson, Local 2927; John Wang, Local 2927; Marc Moehlman, Local 2927; and Timothy Mills, Local 2927.

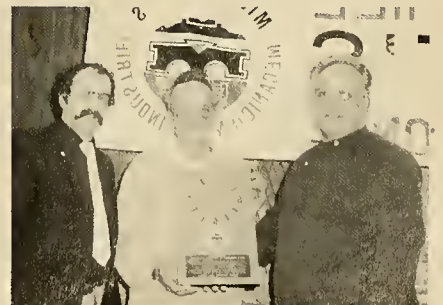
Steward Training in Portsmouth, Ohio



Several members of Local 437, Portsmouth, Ohio, received steward training certificates. Pictured, front row, from left, are Hager Risner, Gary R. Price, Duane Adkins, Dan Bentley, Gene Johnson, Kenneth Blake, Earl Canter and Mike Slack. Second row, from left, are Gregory Davis, James Tackett, Business Representative Norvel Davis, Representative Greg Martin and James Hughes. Third row, from left, are Joe Nickles, Ezra Wright, Larry Gullett, Patrick Day and Dave Deatley.

Insignia Creator

At a recent monthly meeting, the members of Millwright Local 2182, Montreal, Que., presented a clock and souvenir plaque to Conrad Boyer. This award was to honor Brother Boyer for the creation of the Local 2182 insignia in 1963. From left to right are Jean Guy Godin, president; Conrad Boyer; and Germain Parenteau, business representative-financial secretary of Local 2182.



APPRENTICESHIP & TRAINING

Oxnard Conference Delves into New Areas of Activity

Asbestos removal, scholarship loans, citizenship verification and drug and alcohol abuse were four of a wide range of topics covered by participants in the 1987 Carpentry Training Conference, May 4-7, in Oxnard, Calif.

Almost 300 training directors, coordinators, instructors and committee members attended.

The activities of training coordinators were more clearly defined in the general sessions, and priorities for the full utilization of their work day were discussed.

First General Vice President Sigurd Lucassen, who directs the UBC apprenticeship and training program, called for a continued high level of training activity by all joint apprenticeship and training committees in spite of the economic reverses suffered in some areas of the country. Conference participants discussed ways to simplify the apprenticeship intake process by more fully preparing Job Corps graduates and orienting pre-apprenticeship trainees toward full apprenticeship programs.

The conference viewed new slide training carousels preparing by the Brotherhood's apprenticeship and training department, including units on rigging safety, blueprint reading and arrangements for the transition of Job Corpsmen "from Job Corps to job site."

A timely topic was the matter of legal citizenship for apprenticeship applicants. The Immigration Reform and Control Act of 1986 went into effect last month, and there are still many questions about compliance with the naturalization program. The conference was reminded that, at the present time, federal regulations do not contain an explicit requirement that "union hiring halls are involved into the verification of the status of applicants for hire" and that referrals from hiring halls should continue as they have always done, without requiring additional documentation from what is already requested. The General Office in Washington, D.C., will notify training schools and JATCs if this situation should change, conferees were told.

The conference held panel discussions on journeyman training, apprenticeship intake processes, pre-apprenticeship, pre-employment safety, industry orientation for labor and management, daytime training of apprentices, blueprint reading and workman's compensation insurance for apprentices who are not on an employer's payroll and women's participation in training.

Editor's note: This report on the conference is prepared as Carpenter goes to press. A more detailed report with pictures will appear in the July issue.

New Castle, Delaware, Graduates 23



Twenty-three members of Local 626, New Castle, Del., recently completed the apprentice training program. Pictured above, front row, from left, are David J. DiSanto, Stephen E. Cannon, Henry Coleman Jr., William G. Dorman, William J. Ambrose and Frank L. Masci. Back row, from left, are Alan W. Hubbard, Richard Pedicone Jr., Alan M. Dunfee, Richard J. Wadsley, David A. Neubauer, John Brown, David E. Zimath and John E. Magee. Also graduating but not pictured were Mark G. Caserta, John J. Delaney, Joseph E. Guns, Harry R. Lewis IV, David G. Marra, Michael K. Monger, Charles D. Peterson, Gary S. Shockley and David W. Talley.

Des Plaines Grad



The newest journeyman of Local 839, Des Plaines, Ill., Thomas A. Matti, is seated, center, with T. Richard Day, business manager and president, left, and Robert Griskenas, business representative.

Van Nuys Grads



Local 1913, Van Nuys, Calif., recently graduated several apprentices. The new journeymen, pictured with North Hollywood Training Center Coordinator Kashiff Ali, center, from left, are Joe Steiner, Charles Camarillo, Keith Averman and Dennis Enriquez.

New Syracuse, N.Y., Journeymen

At a recent meeting of Local 12, Syracuse, N.Y., graduating apprentices were presented with their journeyman certificates. The new journeymen, pictured above, with Business Representative Neil Daley, far left, and JAC Trustee Howard Smith, far right, from left, are Dan Gerry, Charlie Lovette, Wynn Callins and Mark Geiman.



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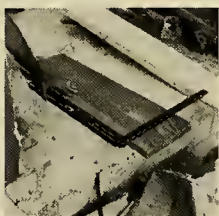
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4. It's an angle-finder



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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Pittsburgh Charter



A group of retirees with a great deal of pride in their years as members of Local 211, Pittsburgh, Pa., banded together to form Retirees Club No. 64. Pictured above receiving the charter for the newly-formed club is its president, Joseph Jansen. Local President William Unitas made the presentation to Jansen, who was a driving force in the creation of the group.

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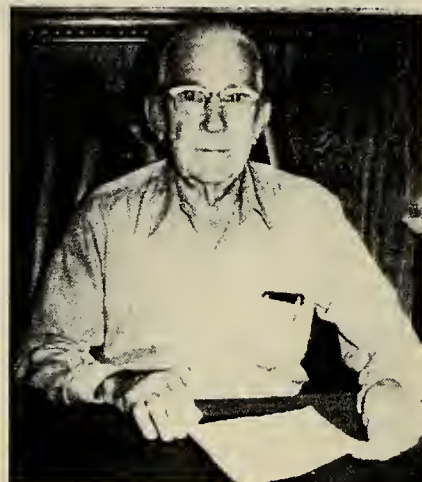
Retired Business Rep Writes Book Of Early Life in Rural Mississippi

What was it like living between the years 1907 and 1925 on 12 different farms in rundown shacks, sharecropping, attending one and two-teacher rural schools, operating a small sawmill, living in poverty?

Marvin Taylor, who served as business representative and financial secretary of Local 387, Columbus, Miss., (recently merged with Local 2352, Corinth, Miss.) describes his life under these conditions in a book, *Sharecropping in Leake County, Mississippi, Beat Five*, now in its second printing.

Taylor retired from active duty with the United Brotherhood in 1978, when he reached the age of 70. With the help of a granddaughter, who typed the manuscript, he began compiling the history of his early life. The book was copyrighted and published, and copies now are on the shelves of many Mississippi libraries and in the homes of UBC members throughout the state.

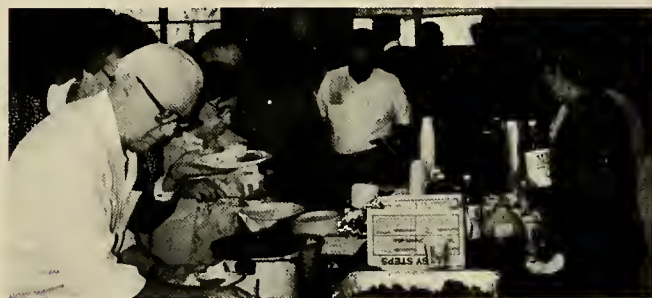
Taylor recently informed General Secretary John Rogers that UBC members can obtain copies of the book postpaid by sending \$13.00 to Marvin E. Taylor, Route 2, Hamilton, MS 39746.



Marvin Taylor

Taylor is now working on a sequel to *Sharecropping*. His second book will tell about his work with the union since his initiation in 1944.

Atlanta Club Enjoys Luncheon



Members of Retirees Club 30, Atlanta, Ga., have been very involved in civic and political activities, but they find time to get together for socializing as well. Emery and Virginia Dallas, pictured above right, are the club's recreation committee whose efforts resulted in a lovely luncheon enjoyed by many club members.



Delaware Retirees



Several members of Local 626, New Castle, Del., joined the ranks of the UBC retired recently. Pictured, front row, from left, are Nicholas Swyka and John J. Anker. Back row, from left, are Harold Guns, Hershel Jordan, Philip Messina and Holly Jarrett. Also new on the retiree rolls but not pictured were Harry Fry, Martin Moody, John Pedicone, Charles Pote, Earl Ragan, Robert Rayner, Ralph King, William Lloyd, Stanley Sobieski, James Wilson, Robert Wiltbank and Joseph Bruozzi.

Walking for 'Made In USA'?

Auto Workers member Frank S. Pniewski has suggested an interesting strategy for "Made in the U.S.A." campaign.

Pniewski, a member of UAW Local 6, Melrose Park, Ill., noted in a letter to his union magazine that walking in shopping malls, where it is warm and safe, has become a popular form of exercise among the nation's senior citizens.

Perhaps these seniors, many of whom may be union retirees, could wear T-shirts or jackets emblazoned with the message: "Look for this Label—Made in the U.S.A." Pniewski suggested. "What could be better," he asked, because the message would hit shoppers in the process of buying.

In the future, "when buying American-made goods is the rule rather than the exception, the message could be changed to read, 'Look for this Label—Union Made,'" Pniewski added.

Tony Ramos, Constitution Committee Secretary, California State Council Officer, Retires

Tony Ramos, executive secretary-treasurer of the California State Council for the past 26 years and known by thousands of UBC general convention delegates as the secretary of the constitution committee for the past four conventions, retired the beginning of this year on January 1.

More than 850 UBC members, community leaders and friends honored him at a retirement dinner April 2 at the Sheraton-Palace Hotel in San Francisco.

Ramos's membership in the Brotherhood goes back almost 50 years. He served for many years as chairman of the international appeals committee. Robert Hanna, the California's State Council's new executive secretary-treasurer, announced at the retirement dinner that the state executive committee has designated Ramos as executive secretary-treasurer emeritus.

A native of Oakland, Calif., Ramos started his career as an apprentice stair builder in 1938 and soon became financial secretary and business representative of Local 550. He has served in many national and international posts since that time.

Among those honoring Ramos at the special dinner were California Attorney General John Van de Kamp, who served as master of ceremonies, Lt. Gov. Leo McCarthy and General President Patrick J. Campbell who called Ramos a true personal friend and a valued leader of the Brotherhood for almost a half century.



Tomy Ramos, center, receives the gratitude of the UBC general officers and board members for his long and distinguished service. With him, from left, are General Treasurer Wayne Pierce, General Treasurer Emeritus Charles Nichols, General President Pat Campbell, First General Vice President Sigurd Lucassen, General Secretary John Rogers, 8th District Board Member M.B. Bryant, 10th District Board Member Ron Dancer, and 7th District Board Member Paul Johnson.

Clean Water Act

Continued from Page 17

parents and grandparents. The wastes we add today will be our children's and grandchildren's problem.

The Council on Environmental Quality noted in a 1981 report: "With contamination by toxic organic chemicals, groundwater can remain polluted for hundreds or thousands of years, if not geologic time, because nature supplies few if any cleansing or diluting forces."

Man can lend a hand, however. States and localities have been coping with individual pollution problems for decades, in cooperation with the U.S. Geological Survey.

But it took a string of major contamination catastrophes to arouse public concern and press the federal government to begin concentrating on long-term answers to the increasingly critical dilemma.

Love Canal, Valley of the Drums, Times Beach and Stringfellow Acid Pits became familiar places in the geography of pollution.

"I think it is relatively safe to assume that groundwater issues have finally become part of our social, legislative and scientific conscience, and are likely to be so for a rather long time," Clinton W. Hall, director of the federal Environmental Protection Agency's Robert S. Kerr laboratory in Ada, Okla., told a House subcommittee.

Groundwater pollution is like an ink spot on a shirt, said Eugene E. Patton, chief of the Groundwater Branch of the

Geological Survey's Water Resources Division. Once it's there, you never completely get rid of it. **UUC**

Make Safety a Habit!

Never strike one hammer with another

There are many types of forged steel hammers, each for an intended purpose. All nail hammers, for example, are designed and made to be struck against nothing harder than common, unhardened nails. Striking one hammer face with another is a very hazardous misuse of the tools. Besides the potential for damaging the hammers, which may render them hazardous, there is real danger that a flying particle from either hammer face can cause serious injury to an eye or other bodily tissue. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

A most important rule: To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.



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WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

COMMISSIONED

John V. De Nuto, son of Robert De Nuto of Local 15, Hackensack, N.J., has been commissioned an ensign in the United States Navy, upon graduation from the U.S. Naval Academy at Annapolis, Md.



Designated a Trident Scholar at the Academy, De Nuto finished fifth in his class of 1150. After completing further training at New London, Conn., he will be stationed on the *USS Cincinnati*, a nuclear attack submarine based in Norfolk, Va.

MEANY AWARD



The George Meany Award was recently presented to James A. Kirk Jr. at the Monmouth, N.J., Council Annual Boy Scouts of America Recognition Dinner at Fort Monmouth, Gibbs Hall, N.J.

Brother Kirk, a member of Local 2250, Red Bank, N.J., was presented the award by Stephen J. Hornik, president of the Monmouth and Ocean Counties Central Labor Council.

RANGER HOUSE

There's a new ranger's residence at Camp Parsons, a Boy Scout camp on Puget Sound in the state of Washington, thanks to a team of Carpenters of the Seattle District Council, local building supply companies and an alert Eagle Scout.

The residence started out as a model home erected by Seattle DC Carpenters at the Seattle Home Show held recently in Seattle's Kingdome. Members of Seattle Locals 1791, 131, 2396, 1144 and 338 and two out-of-town locals, 1597 of Bremerton and 1303 of Port Angeles, erected the 1500-square-foot, pre-fab structure, installed carpeting and worked with other craftsmen to install fixtures. It was a complete ready-to-occupy home.

The son of the general manager of the Home Show, a recent Eagle Scout, suggested to his father and the Carpenters that the model home would make an ideal new

residence for the ranger at Camp Parsons. So, as soon as the show was over, Seattle Carpenters dismantled the model home and moved it, section by section, across the sound, up the Hood Canal to Jackson Cove on Dabob Bay, and replaced a small, weather-beaten 800-square-foot cabin built in 1938 with a \$60,000 replacement. Phil Bevins of the Seattle Boy Scout Council reports that the camp ranger is now ready for a busy summer encampment.



Members of the Seattle District Council of Carpenters erected a model home at the recent Seattle, Wash., Home Show, then dismantled it for a Boy Scout camp. Shown here, doing the preliminary framing are, from left, Gene Bolton, Paul Anderson, Walt James, Ted Higley and Wayne Herrington.

—Photo by Oregon-Washington Labor Press.

New Feet-Inch Calculator Solves Building Problems In Seconds!

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

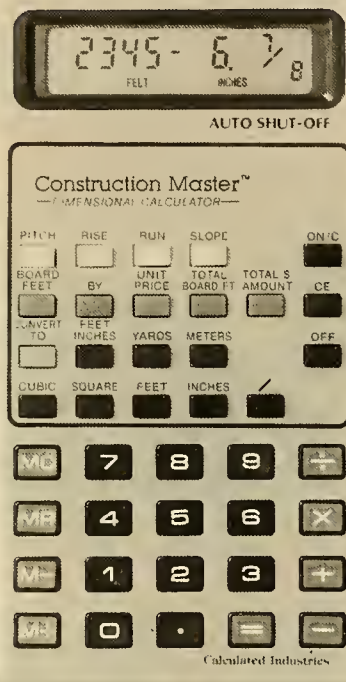
Plus the Construction Master™ actually displays the format of your answer right on the large LCD read-out—square feet, cubic yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also



New calculator solves problems right in feet, inches and fractions. On sale for \$89.95.

includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

Finds Your Lumber Costs In Seconds

Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off. And the Construction Master is compact (2-3/4

x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no AC adapter needed—you can take it anywhere!

And the Construction Master™ comes with easy-to-follow instructions, full 1-Year Warranty, easily replaceable batteries (avg. life 1,000 hrs.) and vinyl carrying case—an optional custom-fitted leather case is also available.

Professionally Proven!

Thousands of builders turn to the Construction Master™ everyday.

"It's Great! Finally we can get the correct total with fractions the first time through!" Chuck Levdar, Black Oak Inc., Sausalito, Cal.

"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robin Logan, Robin Logan, Inc., Salt Pt., NY

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To order your Construction Master™ at the discounted price of \$89.95 (a \$10 savings), complete and return the coupon below to Calculated Industries, 2010 N. Tustin, Suite B, Orange, CA 92665.

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Cons. Master	\$89.95	\$3.50 each calc.	\$
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Gold Initials	\$1 per initial		\$

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Calif. residents 6% tax \$

TOTAL \$

Name _____

Address _____

City/ST/Zip _____

☐ Check

☐ VISA

☐ MasterCard

Account No. _____

Exp Date ____/____

Sign Here _____

CP-6/87



NOTICE

This Place of Business Requires No Physical Fitness Program. Everyone gets enough exercise Jumping to conclusions, Flying off the handle, Running down the Boss, Dodging responsibility, and Pushing their luck!

—B. Reese
Daughter of Local 162,
San Mateo, Calif., member



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

CHICKEN SOUP

After a hectic two-day sale on chickens, a butcher was about to close up when a little old lady hurried in.

"Weigh me up a chicken," she said.

Looking into the barrel, he saw there was only one left. He laid it on the scale and said: "That'll be \$1.97."

"Don't you have a bigger one?" asked the customer.

The butcher threw the chicken into the barrel, reached deep inside, drew the same bird out and set it on the scales, "That one is \$2.57," he said slyly.

"Great," said the little old woman. "I'll take both of them."

SUPPORT 'TURNAROUND'

LET US DREAM

Fred: I had a terrible dream last night.

Frank: What did you dream?

Fred: I dreamed I was a salad.

Frank: What's so terrible about that?

Fred: I tossed all night!

—Krisi Talamantes
La Puente, Calif.

ADOPT A LUMBER COMPANY

SAMPLE QUIZ

On his way back to the big city, a tourist became lost on a country road. After driving a few more miles, he saw a farmer beside a field, and stopped to ask directions.

The farmer obliged. And the tourist was on his way.

Half an hour later, the tourist was shocked to find the same farmer standing beside the same field. The tourist was sure he had followed the directions to the letter.

"Why did you give me these directions?" he angrily asked the farmer.

"Well," the farmer replied, "I wasn't about to waste my time explaining how to get to the city until I was sure you could follow simple directions!"

BE AN ACTIVE MEMBER



GIVE IT A TRY!

Son: Dad, will you do my math homework for me?

Dad: No, son. It wouldn't be right if I did it.

Son: Couldn't you just try anyway?



THIS MONTH'S LIMERICK

Eating was tops for young Paco
His goal: to consume the best taco
But his passion soon switched
When he fell prey—bewitched—
To a sweet dish he met in Morocco.

JUST OLD AGE?

Grandpa Jones was complaining about a severe pain in his right leg. "It must be old age," said his long-time friend.

"Can't be that," Grandpa snapped, "my left leg is just as old as my right one, and it doesn't hurt a bit."

—Grit

USE UNION SERVICES

BLOODHOUND PARENTS

There's a wonderful new baby food on the market. It's half orange juice and half garlic. It not only makes the baby healthier, but easier to find in the dark.

—Maurice Howes
Local 260
Berkshire Co., Mass.

ATTEND LOCAL MEETINGS

CONCRETE JUSTICE

A cement truck collided with a police van that was transferring a group of convicts. Be on the lookout for 12 hardened criminals.

—Nancy's Nonsense

BOYCOTT L-P PRODUCTS

WHO'S THE TOUGHEST?

Three little boys were bragging about how tough they were. "I'm so tough that I wear out a pair of shoes every week," said one.

"That's nothing," said the second. "I wear out a pair of blue jeans every day."

The third and smallest piped up: "You guys aren't so tough. I wear out my grandpa and grandma in an hour!"

—Globe

LOOK FOR THE UNION LABEL

ARRIVAL GUESSTIMATE

Said the man standing at the airline counter in the busy airport. "How can anything that goes 650 miles-an-hour be late?"

CARPENTER

Service To The Brotherhood



CLEVELAND, OHIO

Local 182 recently presented service pins to members with many years in the United Brotherhood.

Picture No. 1 shows 50-year members, from left: Fred Cashmir and Elmer Vogler.

Picture No. 2 shows 45-year member Walter Dybiec.

Picture No. 3 shows 40-year members, front row, from left: Kenneth Wright, Richard Jasinski, Wilber Kless and Albert Rotar.

Middle row, from left: Americo Rollo, Alfred Frey, Charles Miller, Jacob Dech and Frank Bendokas.

Back, from left: Harry Wenzel, Mike Kvasnok and Ted Luczywo.

Picture No. 4 shows 35-year members, front row, from left: John Gib, Hillerd Custer, John Rossi, Louis Nemeth and John Laut.

Middle row, from left: Bernard Hirschak, Josef Sigmund, Ray Grewatsch, Ben Magistro and Cal Lis.

Back row, from left: Albert Hirschak, Adolf Blaha, Richard Kebrdle, Chester Guzik and Ray Dorazewski.

Picture No. 5 shows 30-year members, from left: David Roob, John Bovenzi, Andy Keba, Werner Kunzi and Ronald Grahek.



Picture No. 2



Cleveland, Ohio—Picture No. 1



Cleveland, Ohio—Picture No. 5



Cleveland, Ohio—Picture No. 3



Cleveland, Ohio—Picture No. 4



Medford, Wisc.

MEDFORD, WISC.

Local 1025 recently paid tribute to longstanding members by awarding service pins to those with 25–40 years in the UBC.

Pictured, front row, from left: 40-year member Clifford Peche and 25-year member Charlie Tom.

Back row, from left: 35-year member Lee Bix, 25-year member Guenther Gramann and 25-year member Casper Dison.

Also honored, but not pictured were: 40-year member Victor Frey; and 25-year members John Hebert, Larry Underwood, William Dube and Carl Anderson.



New Castle, Del.—Picture No. 1



New Castle, Del.
Picture No. 2



New Castle, Del.
Picture No. 3



New Castle, Del.—Picture No. 4

NEW CASTLE, DEL.

Local 626 recently awarded service pins to longstanding members.

Picture No. 1 shows 20-year members, front row, from left: Claude R. Davis, Leonard V. Baker, James O. Horne and Peter P. Casarino.

Back row, from left: Lawrence F. Caudell, Robert V. Kirk, John M. Brown and Peter W. Foraker.

Picture No. 2 shows 25-year member Robert Stone.

Picture No. 3 shows 35-year member Harold Guns.

Picture No. 4 shows 40-year members, from left: Alfred Janaman, William T. Russell Jr. and Edward Sobieski.



Jersey City, N.J.—Picture No. 1



Jersey City, N.J.—Picture No. 2



Jersey City, N.J.—Picture No. 3



Jersey City, N.J.—Picture No. 4

JERSEY CITY, N.J.

Members of Local 6 with 25 to 75 years of service to the Brotherhood were recently honored by the local.

Picture No. 1 shows 75-year member Thomas Pettit, now deceased, second from left, with, from left, Business Agent Sal DeAnni, Local President William DeRosa, and Business Agent Al Beck.

Picture No. 2 shows, from left: Business Agent DeAnni, 55-year member Rocco Russo, President DeRosa, 55-year members Vincent Amato, Business Agent Beck, and 55-year member Joe Femia.

Picture No. 3 shows, from left: Business Agent DeAnni, 60-year member Anthony DiChristoforo, President DeRosa, 45-year member Ray Kuenzler, and Business Agent Beck.

Picture No. 4 shows 40-year members William Zac, left, and Edward Lipka.

Picture No. 5 shows some 35-year members, seated, from left: Ralph Barberi, Joe Sheehan, Vincent Abbatiello, Hugo Nicaretta, William K. Ebel, and C. Linkletter.

Standing, from left: Suren Tegrar, William DeRosa, William Buttino, Mike Russo, and Donald Rista Sr.

Picture No. 6 shows some 35-year members, seated, from left: George R. Johnson, Rudy Lieser, Thomas Howes, William Grogan, Sal Manfre, and August Monahan.

Standing, from left, members include: John Santasiero, Raymond Licameli Sr., Frank Scerbo, Carl Huber, Louis Rio, Edwin Sarti, and Charles Polk.

Picture No. 7 shows some 35-year members, seated, from left: Calvin Smith,

Leroy Smith, and Sal Tucci.

Standing, from left: Ed Sarti and John Tribastone.

Picture No. 8 shows some 35-year members, kneeling, front row, from left: Joseph DiAnni, Herb DelVecchio, Business Agent DeAnni, Ernie Grabich, Joseph Femia, and Ted Gnida.

Kneeling, second row, from left: Anthony Malchiddi, G. Mercandante, Ed Schlatmann, Ray Lindberg, William Alexander, Joseph Abbate, and Anthony DeCotiis.

Standing, back row, from left: Fred Habersaat, Ted Grasz, Vincent DiAnni, Business Agent Beck, Al Dazza, Frank Ancipink, Anthony DeRos, Gus Collesides, Joe Cook, and Joe Finkel.

Picture No. 9 shows 30-year members, seated, from left: Joseph Petti, C. DeTrizio, Frank DiGiacomo, Victor Lindberg, Vincent Diomede, and Arrigo DeRos.

Standing, from left: Joseph DiSalvo, Joseph Cassella, William McFadden, Harry Jacobs, and Raymond Murro.

Picture No. 10 shows 30-year members, seated, from left: Walter Kaligi, Frank Gentile, and Ernest Scerpo.

Standing, from left: John Schultz Jr. and Gerald Gundry.

Picture No. 11 shows 30-year members, seated, from left: Howard Moses, Nick Morin, Joe Petti, William Good, and John Aston.

Picture No. 12 shows 25-year members, seated, from left: George DeChristoforo, Philip Miller III, Tom Meyer, Joe Schlegel, Tony Macri, Charles Morrison, and Stuart Kopp.

Standing, from left: James VanDerMeer, Santo LoRiccio, John Verbeke, and Robert Wehrenberg.



Jersey City, N.J.—Picture No. 5



Jersey City, N.J.—Picture No. 6



Jersey City, N.J.—Picture No. 7



Jersey City, N.J.—Picture No. 8



Jersey City, N.J.—Picture No. 9



Jersey City, N.J.—Picture No. 12



Jersey City, N.J.—Picture No. 10



Jersey City, N.J.—Picture No. 11



Ashland, Mass.—Picture No. 1

ASHLAND, MASS.

Local 475 recently held its Christmas Party and Awards ceremony at the B.P.O.E. in Hudson, Mass. President George Heinig presented service pins.

Picture No. 1 shows 25-year members, from left: Rudolph Carloni, Fred Schouler, William Barrett, George Danahey, Gilbert Crawshaw, Ernest Savoie, Robert Forance, Nicholas Tassone, and Walter Brazeau.



Picture No. 3

Picture No. 2 shows 30-year members, from left: Thomas Morrissey,

Edward Mandella, Peter Palaima Sr., Acey Knowles, Kenneth Sheeran, and "Nesti" Giargiari.

Picture No. 3 shows 35-year member Edward Tighe.

Picture No. 4 shows 40-year members, from left: Retired General Representative Richard Griffin, Albert Ravinski, August Hangos, Louis Ablondi Sr., Firmin Collin, Karlo Hill, and John Hatagalakas.

Picture No. 5 shows 45-year members, from left: Teddy Bouvier and Elmo Garofoli.

Picture No. 6 shows 50-year member Willis Beals and Business Representative Martin Ploof Jr.

Picture No. 7 shows 65-year member Robert Eisenhower receiving a plaque from Business Representative Ploof.



Ashland, Mass.—Picture No. 2



Ashland, Mass.—Picture No. 4



Ashland, Mass.—Picture No. 5



Ashland, Mass.—Picture No. 6



MILWAUKEE, WIS.

Local 1114 recently held its last party to award members service pins, before merging with Local 344.

Pictured are some members receiving pins, first row, from left: L. Wing, 30 years; R. Scheffner, 30 years; T. McConville, 30 years; H. Santas, 30 years; H. Hintz, 35 years; J. Drascic, 40 years; C. Gresser, 40 years; R. Lisowski, 40 years; and B. Doda, 30 years.

Second row, from left: G. Trisco, 30 years; R. Knaak, 30 years; W. Mikich, 30 years; A. Baranek, 25 years; and G. Herriges, 50 years.

Third row, from left: R. Kubacki, 30 years; E. Judziwicz, 35 years; E. Nagy, 30 years; T. Erickson, 25 years; and F. Polasek, 50 years.

Back row, from left: L. Roed, 40 years; H. Rinke, 40 years; R. Grasso, 25 years; S. Kubacki, 35 years; H. Janka, 35 years; L. Paquin, 35 years; R. Thibaudeau, 35 years; and E. Rudolf, 40 years.



Milwaukee, Wis.

COLTON, CALIF.

As a special order of business during a regular meeting, Local 1113 honored longtime members with a pin presentation ceremony followed by a buffet reception. President Terry Miller and Financial Secretary Jim Pester presented pins to members.

Picture No. 1 shows 25-year member Tony Pinto.



Picture No. 1

Picture No. 2 shows, from left: President Terry Miller, Raymond Cervantes, Leo Larson, Elvin Tiffany, and Financial Secretary Jim Pester.

Picture No. 3 shows 35-year members, from left: C.E. Thompson, Chester Howlett, Fred Jenkins, Financial Secretary Pester, and Bill Skinner.

Picture No. 4 shows 40-year members, from left: Carl Carlson, Joe Ellis, George P. Johnson, Andy Sedor, and Elmer Pester, with President Miller.

Picture No. 5 shows 45-year members, from left: Walter Gerving, Arrie Covington, and Merwin Fleming, with President Miller.

Receiving pins but not pictured were 25-year members Dale Eckles, A.D. Elmore, Kermit Hill, Alfred Kerr, Joe Penacho, and W. Eugene Porter; 30-year members Elliot Anderson, O.L. Anderson, Frank Angelo, Jeff Barnes, Howard Bate, Carl Broadfoot, V.E. Carter, Bill Fait, Fred Fortune, Wallace Lebeck, Donald Lerew, David Oberlin, Dewey Whatley, and Robert Whitlow; 35-year members Roy Crosswhite, George DeBorde, Claude Hoffman, Jesse James Sr., Joe Latynski, Harmon McCombs, Lester Neff, Eugene Sark, Ira Stevenson, and Bob Moore; 40-year members William Bracken, Paul Losson, Virgil Stevens, and Richard Trail; and 45-year members Everett Hicks, Chester Horning, George R. Johnson, August Kraemer, Floyd Porter, Ted Read, and C.D. Schaak.



Colton, Calif.—Picture No. 2



Colton, Calif.—Picture No. 3



Colton, Calif.—Picture No. 4



St. Paul, Minn.—Picture No. 1



Colton, Calif.—Picture No. 5



Kankakee, Ill.

KANKAKEE, ILL.

Local 496 held a service pin awards banquet to honor those with 20–50 years of membership. The banquet, attended by 150 members and guests, featured 50-year member Herbert Potratz as guest of honor. The 50-year member is pictured here with Business Representative Donald Landis.



St. Paul, Minn.—Picture No. 3



Fullerton, Calif.

FULLERTON, CALIF.

Good food, good fellowship and games were enjoyed by all at the Local 2308 annual picnic, where longstanding members were presented with service pins to mark their years in the Brotherhood.

Pictured, front row, from left: 30-year member William H. Keen, 25-year member Anthony C. Munio, 45-year member Herschell H. Banks, 25-year member Harold K. Garling and 25-year member President Robert C. Carter.

Back row, from left: Business Representative



St. Paul, Minn.—Picture No. 2

LeRoy E. Miller, 40-year member Thomas N. Presson, 35-year member Albert J. Caporaso, 35-year member Charles J. Winget, 40-year member Henry R. Tucker, 40-year member Robert E. Conroy and 35-year member Richard P. Goodman.

ST. PAUL, MINN.

Local 87 recently awarded service pins to those with 25, 35 and 50 years of continuous membership in the United Brotherhood.

Picture No. 1 shows 25-year members, front row, from left: Joe Opebraski, Keith Hanson

and Ron Kammueler.

Back row, from left: Don Schmidt, Merle Rychner, Eugene Sell and Dick Zeien.

Picture No. 2 shows 35-year members, front row, from left: George Thury, Ray Kraska, Mike Kropelnicki and Charles Bednar.

Back row, from left: S. John Larson, Robert Forliti, Gifford Ovre, Don Hunecke, Joe Ogg, Cyril Povlitzke and Tony Lesnar.

Picture No. 3 shows 50-year members, front row, from left: Charles Hussum, Al Wandersee, Tom Roinestad and C. Eric Johnson.

Back row, from left: Geo. Donatell, Paul Blue, Walter Eng and Richard Durand.



Hastings, Neb.—Picture No. 1

HASTINGS, NEB.

Local 1672 held a combination Christmas party and awards ceremony to honor members of longstanding service with commemorative pins.

Picture No. 1 shows, seated, from left: Russel Parks, business agent and financial secretary, 20 years; and Lyle Parks, 40 years.

Standing, front row, from left: Paul L. Yardley, 25 years; Bernard V. Buschow, 20

years; and Carl M. Pedersen, 55 years.

Standing, back row, from left: John E. Everson, 15 years; Paul J. Kreinheder, 25 years; William C. Hamberger, 5 years; Robert J. Kent, 35 years; and Forrest G. Hammans, 35 years.



Picture No. 2

Picture No. 2 shows 45-year members John Ground in Grand Island, Neb., where he now resides.

Not pictured but receiving pins were 20-year members Nelson O'Keefe Jr. and Warren Reed; 25-year member Robert F. Turgeon; 30-year member Elmer L. Lang; 40-year members Lawrence Helzer, John O. Jones, Robert Van Burrus, and Arthur C. Horne; and 45-year members Herbert A. Sydik and John W. Ground.



Chicago, Ill.

CHICAGO, ILL.

In the January *Carpenter* a group of 25-year members from Local 434 were incorrectly identified in an article. The members pictured

above with local officers, from left, are: President William G. Beensterboer, Theodore Musil, Robert Krause Sr., Charles Lester, Patrick Erkin, Julius Locke and Business Representative Edward L. Nelson.



Kansas, City, Mo.

KANSAS CITY, MO.

Walter A. Said was honored on his 80th birthday by Local 1635 for 55 years of outstanding service to the UBC. Said served as recording secretary and business representative of his local, as a council delegate, and then as an international representative until his retirement in 1972. A surprise birthday party was given in Said's honor by family and friends, with about 80 attending.

Pictured, from left, are Recording Secretary Lyall L. Watson, Financial Secretary Douglas M. Cornett, Said with a plaque presented to commemorate his outstanding achievements and Said's wife Helen.



Salt Lake City, Utah—Picture No. 1



Salt Lake City, Utah—Picture No. 2

SALT LAKE CITY, UTAH

An awards luncheon was recently sponsored by Local 184 to honor senior members. Pins and certificates were issued to 13 25-year members and 2 50-year members. Members with 35, 40, 45, and over 51 years of continuous service were also honored.

Picture No. 1 shows honored members, front row, from left: L.R. Jeffries, Severn D. Loder, Maurice Lyman, and Stanley Jensen.

Back row, from left: Donald R. Keathley, Morris L. Severson, Gale Westerman, Jack Westerman, and Joseph E. Atkinson.

Picture No. 2 shows honored members, front row, from left: John Harper, Evan V. Long, Lavar Allen, and Wesley H. Leshar.

Back row, from left: Arthur Thompson, Edsel Nelson, P.M. Pilati, James E. Willden Jr., and Lewis M. Hepner.

Picture No. 3 shows honored members, front row, from left: Merrill Leetham, Adolph Case, Rudolph I. Christiansen, and Jasper Graff.



Salt Lake City, Utah—Picture No. 3

Back row, from left: William E. Chaplin Jr., Andrew Tucker, Everett Robertson, and Raymond A. Gilley.

Picture No. 4 shows honored members, front row, from left: Carl F. Lange, Jay W. Dunham, S.L. DiBella, and Ronald C. Fors.

Back row, from left: E. Louis Heath, Pat M. Eyre, Otto Pinnau, and Dee Slagowski.



Salt Lake City, Utah—Picture No. 4



First 1987 Seminar at Labor Studies Center for Full-time Officers and Business Representatives

The first of three leadership training seminars was held the week of April 12 at the George Meany Labor Studies Center in Silver Spring, Md.

Forty-nine local and council officers attended the April seminar. The next two sessions are scheduled for July 19-24 and August 2-7.

The seminars are designed to acquaint full-time officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of Second General Vice President John Pruitt, working with Staff Representatives Edward J. Hahn and James Davis.

Participants in the April training seminar and their local or council affiliation are:

Nelson L. Bard, F.S. and B.R., Local 1373, Flint, MI
 John Betkowski, B.R., Western Pennsylvania District Council, Pittsburgh, PA
 Nathan Bitely, F.S. and B.R., Local 297, Kalamazoo, MI
 Mark M. Briggs, B.R., Local 635, Boise, ID
 Thomas C. Cameron, Organizer, Detroit District Council, Ferndale, MI
 Robert Cherry Sr., B.R., Local 118, Detroit, MI
 Jerry Cooley, B.R., Northwest Indiana District Council, Hobart, IN
 James Dalluge, B.R., Mid-Central Illinois District Council, Decatur, IL
 Richard Lee Daniel, B.R., Kansas City District Council, Kansas City, MO
 Arnold Dickson, B.R., Local 1759, Pittsburgh, PA
 Michael W. Donnelly, F.S. and B.R., Local 958, Marquette, MI
 James Doyle, B.R., Local 105, Cleveland, OH
 Paul Richard Edler, B.R., Local 1255, Chillicothe, OH
 Richard A. Fleming, B.R., Local 871, Battle Creek, MI
 Ronald C. Fors, B.R., Local 184, Salt Lake City, UT
 Jack Gilchrist, Asst. B.R., Local 1144, Seattle, WA
 Phillip R. Helsius, B.R., Local 235, Riverside, CA
 Arthur Huff, B.R., Local 2252, Grand Rapids, MI
 Patrick J. Kelley, Organizer, Detroit District Council, Ferndale, MI

Timothy J. Kelley, B.R. Local 118, East Detroit, MI
 Thomas F. Kelly, B.R., Local 114, East Detroit, MI
 Edward T. Kuhar, Asst. B.R., United Counties District Council, Youngstown, OH
 Michael Kuzemka, B.R., Northwest Indiana District Council, Hobart, IN
 Gary A. Larson, F.S. and B.R., Local 1148, Olympia, WA
 Frank T. Libby, Asst. B.R., Local 10, Chicago, IL
 George E. Long, B.R., Miami Valley District Council, Dayton, OH
 Gary Lothenbach, B.R., Local 232, Fort Wayne, IN
 Thomas Marshall, B.R., Local 56, Allston, MA
 Harry D. Melander, Asst. B.R., Twin City District Council, St. Paul, MN
 K. Michael Miller, Organizer, Detroit District Council, Ferndale, MI
 Richard E. Morehead, B.R., Local 898, Benton Harbor, MI
 Robert Novak, B.R., Northwest Indiana District Council, Hobart, IN
 Edwin R. Nyhus, Asst. B.R., Local 512, Ypsilanti, MI
 Eugene Oakley, B.R., Local 114, East Detroit, MI
 Dennis Otterstetter, B.R., Local 1303, Port Angeles, WA
 Robert Rhoades, B.R., Mid-Central Illinois District Council, Decatur, IL
 Dean Running, Asst. B.R., Local 562, Everett, WA
 Al Semler, B.R., Local 751, Santa Rosa, CA
 John A. Steffens, F.S. and B.R., Local 751, Bremerton, WA
 Donald Stewart, B.R., Local 118, Detroit, MI
 Kenneth Stewart, B.R., Detroit District Council, Ferndale, MI
 Patrick E. Thomas, B.R., Local 889, Hopkins, MN
 Edward J. Tock, B.R., United Counties District Council, Warren, OH
 Kenneth R. Walker, Organizer, Detroit District Council, Ferndale, MI
 John Wallace, B.R., Local 35, San Rafael, CA
 Lee Weigel, B.R., Western Pennsylvania District Council, Pittsburgh, PA
 Timothy P. Wells, F.S. and B.R., Local 1620, Rock Springs, WY
 Fred R. Wright, B.R., Local 316, San Jose, CA

in memoriam

The following list of 895 deceased members and spouses represents a total of \$1,589,513.89 death claims paid in March 1987; (s) following name in listing indicates spouse of members

Local Union, City

- 2 Chicago, IL—Henry F. Burmeister
- 2 Cincinnati, OH—Cecil R. Muirheid, Gaylord A. Rein, James Dabney
- 4 Davenport, IA—Richard Mueller, William Blesse
- 7 Minneapolis, MN—Ardine B. Cole, Beatrice I. Vinge (s), Conrad W. Husos, Donald D. Widen, Orvin C. Berg
- 8 Philadelphia, PA—Ralph Erickson
- 9 Buffalo, NY—Edwin Nowicki, Raymond Miller
- 11 Cleveland, OH—Eustace T. Henderson, Florence Mae Zak (s), Frank Prijatelj, Frank Schanz, James Vana, John A. Januska, Ruth W. Nicholls (s), William C. Hedrich II, William Ocic Price
- 12 Syracuse, NY—Alfred R. Raymo, Donald C. Duell, George A. Milliman, Lewis Redwood, Lloyd W. Homer
- 13 Chicago, IL—John C. Nowotarski, Jon N. Brevik, Mary Ellen Cikes (s), William L. Cagle
- 14 San Antonio, TX—Abraham Rodriguez, Alfred Henry Steinbring, Arthur F. Hanson
- 17 Bronx, NY—Charles Stone, Eina A. Stenfors, William H. Donegan
- 20 New York, NY—August Saks, Elmer Hjalmer Lindquist, Martin Bugge
- 22 San Francisco, CA—Alfred L. Maurice, Edwin Eugene Cary, George Zukas, Harold Taber, Philip Diaz, Raymond Ralph Allison, Tom Leroy Robinson, Victoria Kurpinsky (s)
- 24 Central, CT—Mary Madeline Stygar (s), Patricia Moreau (s), Theresa Viscomi (s), Wendell Higgins
- 25 Los Angeles, CA—Walter H. Matlock
- 27 Toronto, Ontario, CAN—Armas Karonen, John Serlich, Joseph Docherty, Vera M. V. Proctor (s), Victor Kubicz, Victor Martinaitis
- 33 Boston, MA—Charles B. Dingwell
- 35 San Rafael, CA—Edmond J. Bedecarrax, Harold R. Ellwood, Wilfred E. Imeson, William H. Thornton, William L. Lammers
- 36 Oakland, CA—Ancile C. Heisser, Charlotte A. Jacobs (s), Edward K. Lang, Howard Braskat, James A. Sutton
- 38 St. Cathrines, Ontario, CAN—Chester Wichmann
- 42 San Francisco, CA—Anthony Bander, Lloyd C. Burris
- 43 Hartford, CT—Oliver Kirchhoff
- 46 S. Ste Marie, MI—Glenn Walsh
- 47 St. Louis, MO—Frank Skrivian, Kenneth H. Irwin, Richard Brady Hixon
- 50 Knoxville, TN—Hubert V. Simpson, Luther Murr
- 53 White Plains, NY—Carlton Carpenter
- 54 Chicago, IL—Charlotte O. Oswald (s), Ludwig Wajda
- 55 Denver, CO—Arthur Lee Paulsen, Clement Mortimer Wright, Frank Herman Neuffer, Ruben Fricke
- 58 Chicago, IL—James K. Maeda
- 60 Indianapolis, IN—La Vonne Phillips (s)
- 61 Kansas City, MO—Caryl N. Saunders, Darryl L. Shockley, Donald E. Sheley, Gerald E. Barrett, Lee M. Anderson, Raymond Dickey
- 62 Chicago, IL—Alice M. Fox (s), Marcella M. Deleuran (s)
- 64 Louisville, KY—Barnett Carter, Calvin G. Boston, Charles T. Miller Sr., Robert T. Blye
- 65 Perth Amboy, NJ—Caroline Maussion (s), Florence B. Springer (s), Rose Tetomonti (s)
- 66 Olean, NY—Charles T. Padgett, Forrest W. Young, Guyon E. Palmer
- 67 Boston, MA—Victor A. Carrara
- 69 Canton, OH—John M. Hayne, Kenneth L. Barrick, Mitchell Brakus
- 71 Fort Smith, AR—Johnny C. Cravens Sr.
- 74 Chattanooga, TN—Arion J. Carroll, Lon Frank Ledford
- 80 Chicago, IL—Marshall G. Haydon, Norman P. West
- 81 Erie, PA—Edward W. Stone, Lillian M. Thomas (s)
- 85 Rochester, NY—Alfred Moorhouse, Everett He-neck, Frederick B. Heyden
- 87 St. Paul, MN—Arthur C. Jacobson, Charles A. Johnson, Frank Leier, Glen Walter Rickel, Gordon Jorpeland, Irene Koep (s), Raymond Galles
- 89 Mobile, AL—James A. Joslin
- 90 Evansville, IN—T. J. Freeman
- 93 Ottawa, Ontario, CAN—Ernest Legros, Maurice J. Tapp
- 94 Providence, RI—Edna Cloutier (s), Henry Farmer, John E. Mathinos, Joseph Francis Morris, Roy Leyland, Ruth E. Smith (s)
- 98 Spokane, WA—Georgia E. Zopfi (s), James F. Zopfi
- 101 Baltimore, MD—Carl H. Schwenke, Marian J. Hagedorn (s)
- 104 Dayton, OH—Ervin S. Gregory
- 105 Cleveland, OH—Joseph Mersek Jr., Sam Costanzo, Thersa Desico (s)
- 106 Des Moines, IA—Arthur E. Marlatt, Demarise Joann Terrell (s), Eugene W. Buchman, Richard I. Dennis
- 107 Worcester, MA—Frank C. Marean Jr.
- 108 Springfield, MA—Edward R. Hill, Gertrude P. Damours (s), Rita Crochiere (s)
- 109 Sheffield, AL—Edgar J. Brown, Eula Belle Etheredge (s), Henry Edward Hovater, William L. Scott
- 110 St. Joseph, MO—Norris D. McCauley
- 111 Lawrence, MA—Raymond J. Lavigne Sr.
- 112 Butte, MT—Edward W. Sheron, James P. Drain
- 114 East Detroit, MI—Abel Lindberg, Emanuele Chiurato, Geertruida Wakker (s), George Kozak, Millard J. Sharrow

Local Union, City

- 118 Detroit, MI—Bohdan Jazwinski, Constance Speck (s), Doris M. Pilon (s), Edward R. Hierlhy, Harold A. Matheny, Hugh D. Murray, John D. Cusson, John David Hill, John K. Anvik, Joseph Rabinowitz, Paul A. Laforet, Robert L. McBrien
- 120 Utica, NY—Mathew Monaco, Nelson W. Crawford Sr.
- 123 Broward County, FL—Dominic C. Galletta, Harold M. Rose, Lewis T. West
- 125 Miami, FL—George W. Anderson, James M. Harris
- 130 Palm Beach, FL—Gladys Davis (s), Hazel S. Lambert (s), James Thiem, Louis Roth, Steven Huback Jr.
- 131 Settale, WA—Chester Westling, Dorothy Kistler (s), Jane Weigel (s), Steve Granberg, Victor H. Petty, William F. Martin
- 132 Washington, D.C.—John A. Campbell, John H. Magers, Meade C. Mullinix, Nancy A. Harris (s), William R. Bollinger
- 135 New York, NY—Harry Buchman, Nestor Brunstrom
- 140 Tampa, FL—David A. Outlaw, Edward L. Angle, Lawrence C. Heffern, Ovidio M. Alvarez
- 141 Chicago, IL—Otto Soderlund
- 142 Pittsburgh PA—Dewey R. Abbondanza, John V. Peacock
- 162 San Mateo, CA—Ida Mae Bell (s)
- 168 Kansas City, KS—Gallard Wyrick, Michael Hayes
- 174 Joliet, IL—Joseph S. Botka
- 180 Vallejo, CA—Donel I. Long, Elma B. Vela (s), Halvard Hansen, Jack R. Porter, Jane Ann Boardman (s), Leon B. Peevey, Wilson R. Miller
- 181 Chicago, IL—Stanley J. Kregiel, Thomas Jacobsen
- 182 Cleveland, OH—Floyd D. Miller, Gotthard Wolf, John F. Bacho, Katherine Boltzauer (s), Michael Thomay
- 183 Peoria, IL—Rudolf K. Gerdes
- 184 Salt Lake City, UT—Dan Perry Davis
- 185 St. Louis, MO—John Henry Hill Sr., Margaret L. Haverstick (s)
- 187 Geneva, NY—Leon A. Debolt
- 188 Yonkers, NY—James Stanisica
- 195 Peru, IL—Lettitia K. Taylor (s), Verna Vandervort (s)
- 198 Dallas, TX—Eva Lee Day (s), Raymond L. Tiner, Robert E. Burfield Sr.
- 199 Chicago, IL—Harry Smith
- 200 Columbus, OH—Cecil M. Taylor
- 201 Wichita, KS—Freddie Thomas Dearing
- 203 Poughkeepsie, NY—Nickolas Francese
- 210 Stamford, CT—Eva B. Halas (s), Joseph McGrath
- 211 Pittsburgh, PA—Alma P. Beckert (s)
- 213 Houston, TX—Gus Alfred Kopecky, Jesse A. Roeger, William Hobart Davis
- 215 Lafayette, IN—Betty J. Loro (s)
- 220 Wallace, ID—Harry L. Appelberg
- 223 Nashville, TN—Arthur E. Smith, Walter Edward Brown
- 225 Atlanta, GA—Harold B. Piper, James Carson Cole, Jesse Ernest Black Sr., John Thomas Hendon, Ralph Amanuel Latimer, William Thomas Barnes
- 229 Glens Falls, NY—Annette Deschambault (s)
- 232 Fort Wayne, IN—Arthur Lee Ross, Dwight K. Morris, Edmund J. Johnson, Kenneth Huston
- 235 Riverside, CA—Edward L. Lilla, Harold H. Hill, Robert L. Wooten, Vernon C. Goudy
- 242 Chicago, IL—Genevieve Czekała (s), Helen Stuchly (s), John V. Stucky Jr., Kathryn Jenny Benson (s)
- 246 New York, NY—Saul Oppenheim
- 247 Portland, OR—Albert E. Dallmann, Daniel J. Fraser Sr., Henry J. Borer, Sarah M. Frey (s)
- 248 Toledo, OH—Ellis E. Biggs
- 250 Waukegan, IL—David Einar Swanson, Fred Hicks, Gustave F. Bittner, Margaret P. Gastfield (s), Maude Lee Sordyl (s)
- 255 Bloomingburg, NY—Amadeo F. Faella
- 256 Savannah GA—Oscar Beckworth
- 257 New York, NY—Darwin L. Holbert, Dennis Kay, Tanya Savage (s)
- 258 Oneonta, NY—Lloyd D. Hudson
- 260 Berkshire County, MA—Eli H. Felton
- 261 Scranton, PA—Doris M. Sisco (s), Joseph Motell
- 264 Milwaukee, WI—Frank G. Granicki, Walter F. Patzke, Willy Gaschk
- 267 Dresden, OH—Robert L. Creeks
- 278 Watertown, NY—Edward F. Stiles, Lee E. Hill, Stanford W. Nelson
- 281 Binghamton, NY—Frederick Rosenzweig, Jack Padelford
- 283 Augusta, GA—John Thomas Mathis, William I. Sherrer
- 286 Great Falls, MT—Clifford C. Blomberg
- 287 Harrishburg, PA—Charles G. Tobias, Clayton M. Snyder, Janice M. Seitz (s), Jonathan W. Hoffa, Richard A. Hurley
- 296 Brooklyn, NY—David Behm, Karl Swartz
- 297 Kalamazoo, MI—Martha Sue Walters (s)
- 304 Cincinnati, TX—Russell Lee Heironimus
- 314 Madison, WI—Frank W. Muetz
- 316 San Jose, CA—Anthony Dugo, Gustaf E. Wolf Sr., James E. McCollum, Joseph Machado, Larue Machado (s), Leonard White, Mack J. Bruno
- 323 Beacon, NY—Gesuelle Jerry Mirra
- 329 Oklahoma City, OK—Roy S. Stevenson
- 338 Seattle, WA—George Allen Gowan
- 340 Hagerstown, MD—Darrell K. Moser

Local Union, City

- 342 Pawtucket, RI—Olaf J. C. Nordby
- 343 Winnipeg, Manitoba, CAN—Eric Eastman
- 344 Waukesha, WI—Anella Reineking (s), Emilia Kolka (s), Hilde Engelmann (s), Merlin Moldenhauer
- 345 Memphis, TN—J. W. Riggs, James W. Atchison
- 348 New York, NY—Albert Fam, Ernest Celli, William J. Dowd
- 350 New Rochelle, NY—Mary Lanza (s)
- 355 Buffalo, NY—William Angenendt
- 357 Draffenville, KY—Guy Barefield
- 359 Philadelphia, PA—Mary T. Pavarnik (s)
- 362 Pueblo, CO—Roy Vernon Alber
- 363 Elgin, IL—Paul R. Bolger, Robert Allison Sr.
- 369 North Tonawanda, NY—Wilber Border
- 370 Albany, NY—Donald Campoli, Donald Rich Meisner, Frank Fisher, George Face, Leroy R. Hall, William Herbst
- 377 Alton, IL—Denny K. Long, Leo John Schmidt
- 379 Texarkana, TX—August A. Stuehnenberg
- 388 Richmond, VA—George L. Arvin
- 393 Camden, NJ—Leon Keen
- 397 Whitby, Ontario, CAN—Donald Urquhart
- 403 Alexandria, LA—Curry J. Borden Sr., Loyd E. Fletcher, Mack P. Maillet
- 404 Lake County, OH—Wade Lyman
- 410 Fort Madison & Vicinity, IA—Eric W. Meilahn
- 413 South Bend, IN—Edwin D. Sawyer, George Thornburg, Henry R. Mroczkiewicz
- 417 St. Louis, MO—Myrtle I. Korte (s), Samuel E. Hard
- 422 New Brighton, PA—Steve Chachin
- 424 Hingham, MA—Oke G. Monson
- 433 Belleville, IL—Leonard P. Kunkelmann
- 434 Chicago, IL—Edward J. Kooyenga
- 440 Buffalo, NY—Albert Weigel, Archie H. Smith
- 452 Vancouver, BC, CAN—Daniel Bruno, Gino Bellio, Jonas Fridrik Eyford
- 454 Philadelphia, PA—Blanche Anna Stevenson (s), Edward V. Costello, Francis A. McWilliams, Robert J. Mackfee
- 455 Somerville, NJ—Dominic Lupini, Eugene Corish, Richard R. Heinrichs
- 458 Clarksville, IN—Margaret Jane Parr (s)
- 470 Tacoma, WA—Faith Deibert (s), Sheridan Svendsen
- 476 Clarkshurg, WV—Raymond G. Kerns
- 483 San Francisco, CA—Gary Robinette, Russell A. Gearhart, Theobald Esberg
- 484 Akron, OH—Robert P. Kissel
- 493 Mt. Vernon, NY—Antonio Cioffi
- 494 Windsor, Ont., CAN—John Buchek, Samuel McDermaid
- 510 Berthoud, CO—Clarence Brown
- 514 Wilkes Barre, PA—John Burnett, John J. Sudek, John Rudawsky, Joseph J. Volvonas, Michael A. Lombardo, Sr.
- 517 Portland, ME—Omer J. Belanger
- 518 Sistersville, WV—Gail G. Buck
- 528 Washington, DC—William Maske
- 531 New York, NY—Fred Schermerhorn, Harry A. Pirone, Stephen P. Jansky
- 537 Aiken, SC—Roy J. Galloway
- 546 Vincennes, IN—Frances E. Vansant (s), Lura P. Rode (s), Roberta Crowder (s)
- 548 Minneapolis, MN—Joseph J. Schwartz, Leon W. Greene
- 558 Elmhurst, IL—George T. Williams
- 559 Paducah, KY—Clifton E. Baker
- 562 Everett, WA—Clarence J. Olin, Rachel B. Smith (s), Sivert Nelson
- 563 Glendale, CA—Edward Graham, Orville Ray Griffin
- 569 Pascagoula, MS—Relious L. Touchstone Sr.
- 586 Sacramento, CA—William J. Birchard, Charles C. Davis, Charles L. May, Jr.
- 595 Lynn, MA—Roland W. Estabrooks
- 596 St. Paul, MN—Harvey M. Little, Lloyd M. Parsons
- 599 Hammond, IN—Elvin Broach
- 600 Lehigh Valley, PA—Arlene C. Carrier (s), Barrett Robinson, Sr., Frank Mate
- 603 Ithaca, NY—Edna Louise Nielsen (s), John William Henderson
- 608 New York, NY—Patrick Walpole
- 613 Hampton Roads, VA—Gilbert H. Rieder, Gilbert W. Driver, Walter M. Williams
- 620 Madison, NJ—George Gray
- 622 Waco, TX—W. Sanford Armstrong
- 623 Atlantic County, NJ—Robert H. Edmunds
- 626 Wilmington, DE—Celesta Karlsson (s)
- 627 Jacksonville, FL—Leamon Ellison
- 633 Madison & Granite City, IL—Oscar Murray
- 634 Salem, IL—Dwight S. Austin
- 635 Boise, ID—Griffith J. Goheen, John W. Jackson
- 636 Mt. Vernon, IL—Verne Hale
- 638 Marion, IL—Mildred Virginia Edwards (s), Ogle Ray Nance
- 640 Metropolis, IL—Richard F. Taylor, William Woodrow Cargill
- 644 Pekin, IL—Josephine L. Brush (s)
- 658 Millinocket, ME—Charles J. Carter Sr.
- 665 Amarillo, TX—Ben Frank Swires, Walter A. Smith, Wiley C. Francis
- 668 Palo Alto, CA—Shirley Ann Johnson (s)
- 675 Toronto, Ont., CAN—Andrew Leskur
- 690 Little Rock, AR—Geraldine Kohlman
- 698 Covington, KY—Edward Meyers
- 701 Fresno, CA—Annie C. Smith (s)
- 705 Lorain, OH—Steve J. Thomas

- 710 Long Beach, CA—Carl A. Speight, Frank L. Smoak, Howard J. Repp, Robert M. Tucker, Tom Komadina, Walter Heise.
- 720 Baton Rouge, LA—Aubrey D. Lambert, James Burton McGowan Sr., James L. Font.
- 721 Los Angeles, CA—Carl C. Corsaut, Harold E. Dill, Lucy Myrtle City, UT—Henry M. Denton.
- 722 Houston, TX—Esther Riebeling (s).
- 724 Davenport, IA—Florine M. Barko (s), Norma M. Blasies (s).
- 735 Mansfield, OH—Arthur V. McLaughlin.
- 739 Cincinnati, OH—Lawrence Berndsen.
- 740 New York, NY—Edward Forde, Helen Matullo (s), Jennie F. Welsch (s).
- 742 Decatur, IL—James Strachan, Leo C. Yail.
- 743 Bakersfield, CA—John Maini, Norma G. Fritts (s), Roy Fritts, Jr.
- 745 Honolulu, HI—Thomas T. Kimura.
- 751 Santa Rosa, CA—Hazel Seekings (s), Jack Marino, Willard Benjamin.
- 756 Bellingham, WA—Harold I. Hanson, Theresa Durec (s).
- 764 Shreveport, LA—Autre L. Nelson Sr., Joseph L. Braud, Melvin Rigby.
- 769 Pasadena, CA—Gladys W. Anderson (s), John W. Weigel.
- 792 Rockford, IL—Donna Moyer (s), Lee Epperson.
- 821 Springfield, NJ—Henry Ferber, Henry Williams.
- 829 Santa Cruz, CA—Harry L. Nehf.
- 839 Des Plaines, IL—Henry W. Giesecke, Ralph M. Lucas, Sr.
- 844 Canoga Park, CA—Lee B. Sproule, Pauline Cunningham (s), Wade H. Quinton.
- 865 Brunswick, GA—Allan Homer Bennett, Ephraim Chancey.
- 902 Brooklyn, NY—Herman Mathisen.
- 906 Glendale, AZ—Earl Maurer, Frank J. Huffman, Sylvia Lazear (s).
- 911 Kalispell, MT—Nils Borck.
- 916 Aurora, IL—Harry Lee Smoot.
- 929 Los Angeles, CA—Carl O. Seiferline.
- 930 St. Cloud, MI—Melvin J. Kramer.
- 938 Richmond, MO—Alvin A. Carmichael.
- 940 Sandusky, OH—George Becraft.
- 943 Tulsa, OK—John D. Owen Sr., Robert L. Metcalf, Samuel Bibbs, William W. Lile.
- 944 San Bernardino, CA—Claude Carper, Ellilian M. Tetzlaff (s), Robert L. Nelson, Sanford S. Thompson.
- 947 Ridgway, PA—Lena A. Streich (s).
- 948 Sioux City, IA—Leo Marion Coates.
- 953 Lake Charles, LA—Joseph Harvey Cryar.
- 955 Appleton, WI—John M. Deeg, Louis Clarke, Maurice J. Carey.
- 958 Marquette, MI—Clarence Beauchamp, Edmund J. Nault.
- 971 Reno, NV—Ralph E. Whytal.
- 973 Texas City, TX—Aubrey Edmundson Sr., Omer Ray Stephens, Wilburn C. Lang.
- 978 Springfield, MO—James L. Crews.
- 998 Royal Oak, MI—Adolph Hefke, Clair W. Payne, John Costo.
- 1005 Merrillville, IN—Frank E. Hunter, Howard T. Krull.
- 1007 Niagara Falls, Ont., CAN—Ethel M. McMillan (s).
- 1014 Warren, PA—Kenneth A. Anderson.
- 1022 Parsons, KS—Clarence Smith, Lawrence A. Sims, Roy Edward Stockton.
- 1027 Chicago, IL—Alice E. Benco (s), Filip Jost, Jaroslav Chenick, Stefan Bodnar.
- 1039 Cedar Rapids, IA—Lawrence J. Schirm.
- 1042 Plattsburgh, NY—Peter E. Seguin Sr., Walter T. Downs.
- 1043 Gary, IN—Sara Bougie (s), Wayne W. King.
- 1052 Everett, WA—James I. Jones, L. D. Pierce.
- 1062 Santa Barbara, CA—Norman H. Madsen.
- 1073 Philadelphia, PA—Ihor Zajac, Ivan Busch, Solda Weinstock.
- 1084 Angleton, TX—William Blackman.
- 1093 Glencove, NY—George Gigante.
- 1094 Albany Corvallis, OR—G. Albert Sjoblom.
- 1097 Longview, TX—Acme E. Brown, Robert L. Tappan, Wesley W. Carey.
- 1098 Baton Rouge, LA—Grover Alton Corban, Orellion J. Guedry, Jr., William David Ables.
- 1100 Flagstaff, AZ—Arnold Jones.
- 1102 Detroit, MI—Herman Easley, Thomas Carey.
- 1104 Tyler, TX—Helen Louis Hackett (s), Lillian May Brown (s).
- 1108 Cleveland, OH—Harold Paytosh, Walter Watson.
- 1114 S. Milwaukee, WI—Delores Ann Oman (s).
- 1138 Toledo, OH—Corbett J. Ritzman, Daniel Napsolski.
- 1140 San Pedro, CA—Daniel L. Knutson.
- 1143 Lacrosse, WI—Arthur P. Olson, Edwin John Pruess.
- 1144 Seattle, WA—Richard D. Burke, Victor E. Gary.
- 1145 Washington, DC—Clara Eliz. Henderson Searce (s), Landon H. Coats.
- 1148 Olympia, WA—George Edgerton, John Hoffert, Kenneth A. Shults.
- 1149 San Francisco, CA—Clinton E. Clausen, Dorothy M. Wright (s), Harry Greene, John T. Ring, Yvonne D. Gillman (s).
- 1151 Thunder Bay, Ont., CAN—Michael Sawchuk.
- 1153 Yuma, AZ—James Gillaspie.
- 1160 Pittsburgh, PA—Hermann K. Endler.
- 1176 Fargo, ND—Norman C. Connelly.
- 1185 Chicago, IL—Lester D. Finucane.
- 1222 Medford, NY—Edward Trill, Frank Rutkowski, William J. Ross, William Neumann.
- 1235 Modesto, CA—Lyman C. Converse.
- 1240 Oroville, CA—Alfred Hegland.
- 1241 Columbus, OH—Albert C. Reed.
- 1242 Akron, OH—Richard P. Michael.
- 1251 N. Westminster, BC, CAN—Horst Boettcher, Muriel Elizabeth Vernon (s), Stanley K. Grisedale.
- 1256 Sarnia Ont., CAN—Edward Van Goethem.
- 1260 Iowa City, IA—Dorothy F. Sullivan (s).
- 1271 Nevada, MO—Mary A. Campbell (s).
- 1273 Eugene, OR—Dolores Jean Thaxton (s).
- 1274 Decatur, AL—Mary Lorena Stephenson (s), William T. McCafferty.
- 1277 Bend, OR—Alvin R. Atkinson.
- 1278 Gainesville, FL—Linda Jean Morrell (s).
- 1280 Mountain View, CA—Clifford C. Black.
- 1292 Huntington, NY—William Hackett.
- 1296 San Diego, CA—Anton Peck, Edward Smith Jr., Felix A. Cerasoli, John T. Love, Nellie Ruth Edwards (s), Philip W. Shue.
- 1303 Port Angeles, WA—Dewey Admiral Fisk.
- 1305 Fall River, MA—Lillian Kirby (s).
- 1305 Evanston, IL—Edward P. Kioebge, Frederick Wisbrock, William Baker.
- 1319 Albuquerque, NM—Carl E. Martin, James W. Lukesh, Nellie Leah Knight (s).
- 1323 Monterey, CA—Carl J. Gideon.
- 1325 Edmonton, Alta., CAN—Otto Romeike.
- 1329 Independence, MO—Albert E. Bonkoski.
- 1337 Tuscaloosa, AL—Jesse S. Duren, Raymond L. Alexander, Scott Hunter.
- 1342 Irvington, NJ—Frederick Dascoli, Harry Kurtz, Kate H. Zink (s), William Wargo.
- 1346 Vernon BC, CAN—John M. McDougall.
- 1363 Oshkosh, WI—Walter Cummings, William Robinson, Jr.
- 1365 Cleveland, OH—Eugene Hoffmann, John J. Hruschak, Richard E. Zemba.
- 1386 Province of New Brunswick—James A. Lewis, John Godfrey.
- 1397 North Hempstead, NY—John J. Drago, Kenneth Raynor.
- 1401 Buffalo, NY—Charles Wein.
- 1407 San Pedro, CA—Lewis Scheer.
- 1408 Redwood City, CA—Leonard J. McCarthy.
- 1418 Lodi, CA—Leslie Lancaster, Merle G. Lewis, Robert Harrell.
- 1419 Johnstown, PA—Anna A. Balogh (s), David Price.
- 1423 Corpus Christi, TX—James Darrel Orr, Louis G. Peters, William A. Laird.
- 1425 Sudbury, Ont., CAN—Robbie Thomas Cooper.
- 1437 Compton, CA—Walter A. Jones.
- 1445 Topeka, KS—Bonnie R. Ahlvers (s), Willis Jellison.
- 1449 Lansing, MI—Loy Woolsey.
- 1453 Huntington Bch., CA—Donald M. Berry, Ralph Edgar.
- 1456 New York, NY—John Degeilh, John MacPhail, Otto Selander, Robert H. Owens, Walter V. James, William F. Hansen.
- 1462 Bucks County, PA—Walter Rudzinski.
- 1463 Omaha, NE—James L. Higgins.
- 1478 Redondo, CA—Garret B. Waltrip.
- 1487 Burlington, VT—Earl Bonnette.
- 1490 San Diego, CA—Howard F. Archer.
- 1495 Chico, CA—Michael G. Walker.
- 1498 Provo, UT—Glen F. Johnson.
- 1501 Ketchikan, AK—Joseph L. Cornell.
- 1506 Los Angeles, CA—Eric E. David, James S. White.
- 1521 Algoma, WI—Arnold C. Entringer, Gladys M. Jandrin, Lavern Werner, Mary Zimmerman (s).
- 1522 Martel, CA—Charlotte Gertrude Smith (s), Jack Clifton Pinckney Sr.
- 1536 New York, NY—Silvio Louis Wegher.
- 1539 Chicago, IL—Rose Prizant (s).
- 1541 Vancouver, BC CAN—George Spira.
- 1544 Nashville, TN—John Vanderpool Jr.
- 1545 Wilmington, DE—Hiram W. Tyler.
- 1553 Culver City, CA—Charles Edward Brackett, Garland E. Benson, Grace W. Sutter, Richard A. Robles, Robert Gonzalo Mogollon.
- 1554 Miami, FL—Julio Moreno.
- 1564 Casper, WY—Joseph Edward Todd.
- 1581 Napoleon, OH—John Edward Rethmel.
- 1588 Sydney, NS CAN—John Alex Leblanc, Sophie Ann Chiasson (s).
- 1590 Washington, DC—Brady Harley, Charles H. Hancock, Henry J. Tass.
- 1599 Redding, CA—Carnel Hester Matheson, Leaman Holley, Lily May Ohlin (s), Winnie Mae Wilson (s).
- 1622 Hayward, CA—William H. Drabble, William H. Maberry.
- 1632 S. Luis Obispo, CA—Earl E. Sands.
- 1644 Minneapolis, MN—Benjamin Kenneth Webster.
- 1650 Lexington, KY—Cecil Nichols, Leslie P. Stull, Lindsey Clark Stull, Lloyd Hymer.
- 1665 Alexandria, VA—Catherine Webb (s).
- 1669 Ft. William, Ont., CAN—Anne Rasinah (s), Michael Lazoryk.
- 1685 Melbourne-Daytona Beach FL—Fred Congdon, Nellie B. Teague (s), Rudolph Hudolin.
- 1689 Tacoma, WA—Eric Arndt.
- 1699 Pasco, WA—Oka Ilene Marshall (s), Walter E. Ford, Jr.
- 1715 Vancouver, WA—Eutotes C. Green, William J. Gabheurd.
- 1723 Columbus, GA—Andrew Jackson Hinton.
- 1735 Pr. Rupert B.C., CAN—Emil Quast.
- 1741 Milwaukee, WI—George Hartl Sr.
- 1749 Anniston, AL—Berry Bee Smith, Oliver H. Cruse.
- 1750 Cleveland, OH—Fred Badalamenti.
- 1764 Marion, VA—Dickerson Burkett, Garland G. Scott.
- 1765 Orlando, FL—Earl D. Groves.
- 1772 Hicksville, NY—Janis Veiss.
- 1780 Las Vegas, NV—Antonino Panzarella, Asa D. Foster, Clifton Chapin, Ted Tucker Jr.
- 1795 Farmington, MO—Muriel Agnes Turnbough (s).
- 1797 Renton, WA—Clyde A. Spooner.
- 1815 Santa Ana, CA—Alvina E. Anderson (s), Antonio Rodrigue, Mae Elizabeth Strandstra (s), Naydean B. Clark (s), Socorro C. Torres (s).
- 1822 Fort Worth, TX—Elmer Edwin Gustafson, Leo P. Lance, Myrtis S. Robinson, Ray C. Corbin, Urban Brown.
- 1823 Philadelphia, PA—C. Herman Burkhardt, Harry P. Wagner.
- 1832 Escanaba, MI—Leslie E. Maki.
- 1837 Babylon, NY—Joseph Bonamasso, Nils Larsen, Thomas Kelly.
- 1840 Faribault, MN—Joseph D. Hagerty.
- 1845 Snoqualmie, WA—Clarence E. Francis, Denton C. McNeely, Thomas Bird.
- 1846 New Orleans, LA—Edna D. Jeansonne (s), Harold L. Aubert, Tommy G. Logan.
- 1849 Pasco, WA—A. Nile Overton.
- 1856 Philadelphia, PA—Ludwig Antoni.
- 1861 Milpitas, CA—Norman J. Callan, Valentine C. Eisen.
- 1864 Grand Rapids, MN—Glenn G. Schmoll Sr.
- 1896 Philadelphia, PA—Robert Robertson.
- 1913 Van Nuys, CA—Borghild Gaskill (s), Clarence Guy Hill, Grover Endsley.
- 1916 Hamilton, Ont., CAN—Allan Wilkie Brown.
- 1971 Temple, TX—Orval F. Chapman.
- 1976 Los Angeles, CA—Ernest V. Palacio.
- 2002 Palatka, FL—Hilbert V. Bolling.
- 2028 Grand Forks, ND—Marion E. Erlanson.
- 2046 Martinez, CA—Jimmie B. Austin, Thomas M. Hayes, Willie Ferguson.
- 2067 Medford, OR—Jack Doty Austin.
- 2068 Powell Riv, B.C., CAN—Ernest W. Micks.
- 2077 Columbus, OH—Belva M. Hartman (s), Lillian Louise Nusbbaum (s).
- 2078 Vista, CA—James E. Brown.
- 2093 Phoenix, AZ—Grace A. Olmsted (s).
- 2119 St. Louis, MO—Deloris M. Hofmann (s), William E. Reed.
- 2127 Centralia, WA—Marzell Joseph Muller.
- 2142 Minto, N.B., CAN—Mervin Reeves.
- 2158 Rock Island, IL—Paul H. Tegeler.
- 2146 San Francisco, CA—Charles Dahlstrom, Dolores M. Fifer (s), Ralph E. Hall.
- 2168 Boston, MA—Richard L. Rubbico.
- 2182 Montreal, Que., CAN—Marcel Moreau, Yves Grandmont.
- 2203 Anaheim, CA—David B. Olguin, William John Carlson.
- 2212 Newark, NJ—John Doyle.
- 2214 Festus, MO—Clarence E. Dorlac.
- 2222 Goderich, Ont., CAN—Elmer R. Rivers.
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- 9047 Cincinnati, OH—Earl Mason Bonham.

WHAT'S NEW?



LADDER GRABBER



According to the National Safety Council, more than 300 persons are killed each year in ladder-related accidents, and 30,000 suffer disabling accidents.

Roger LeBlanc of Natick, Mass., has patented and is manufacturing a device which appears to be the safest answer yet to ladder safety problems. It has been reviewed and approved by the Occupational Safety and Health Administration, and it is designed and engineered to secure and stabilize all portable ladders. It has a U-shaped bar which attaches to the ladder and which is then attached to a roof or a crossbeam and held firmly in place with base plates.

We are told that this is not a conversion

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kit for another ladder product called the Ladder Stabilizer but is a newly patented device, which incidentally, also has a patent pending in Canada.

The price of the Ladder Grabber is \$29.95 plus shipping and taxes where applicable and can be purchased by sending a check or money order to: Ladder Devices Inc., P.O. Box 740, Natick, MA 01760. A leaflet describing the Ladder Grabber is also available at this address.

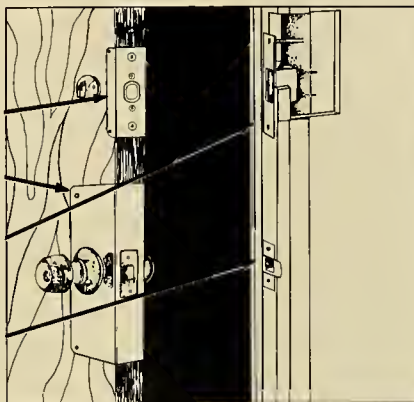
DOOR REINFORCER

Most damaged doors can now be saved with a new security reinforcement product from MAG Eng. & Mfg. Co. The manufacturer's Install-A-Lock® Door Reinforcer is designed to cover split, scratched, and misdrilled wood and metal doors. It also more than doubles door strength and helps prevent kick-in attacks by mounting the lockset and latch into one solid metal unit. As the illustration below indicates, the various Door Reinforcer units adapt to many home security situations.

The Door Reinforcer virtually eliminates the need for costly door replacement and solves lock conversion problems. The product addresses the common mistake of many homeowners who abandon broken doors and exchange them for new doors that are just as weak as the old doors prior to their damage. By using high-strength metal security hardware, the entire repaired door becomes as strong as the lock. Installed on new doors, forced entry can be prevented before it has the opportunity to occur.

The reinforcement hardware additionally enhances the appearance of the door. It is available in solid brass, bronze, or stainless-steel material and accommodates all standard door thicknesses and backsets. The Door Reinforcer installs in minutes without the need of special tools or skills.

A new catalog on the Door Reinforcer may be obtained by writing to MAG Eng. & Mfg. Co., Inc., 15261 Transistor Lane, Huntington Beach, CA 92649 or calling (800) 624-9942 except in California and Alaska where the number is (714) 891-5100.



NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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Some Personal Thoughts About Bridgeport

The full meaning of brotherhood comes through in a crisis

A report on what happened in Bridgeport, Conn., on April 23 appears in the opening pages of this issue of *Carpenter*, but words and pictures on printed pages do not convey the feelings of those men who struggled day and night to tear away the concrete and the huge, twisted steel columns to find those buried in the rubble.

They don't convey the chills, the loneliness and the tears of those who stood by awaiting word of loved ones, the anguish of waiting, waiting for days with fading hopes.

I flew to Bridgeport as soon as word reached me that the L'Ambiance Plaza had collapsed and that some of our members were unaccounted for. I found that hundreds of our Brotherhood members had preceded me. Members on construction jobs in Bridgeport, Hartford, Boston, Stamford and other cities hurried to Bridgeport to volunteer their help in rescue efforts. They joined Iron Workers, Electricians, Operating Engineers and Laborers, whose members were among the missing. I'm told that men were digging through the rubble 10 minutes after the building collapsed.

Hundreds of volunteers converging on such a disaster site might have created chaos for the public officials, police, fire fighters and volunteer agencies ordinarily assigned to disaster work. But the chaos didn't happen at L'Ambiance Plaza.

Once the initial shock subsided, union leaders and union members went to work like a well-trained team of rescue workers. The city's emergency services director, Jonathan Best, was in overall charge. He worked closely with Mayor Thomas Bucci. Though the city already had disaster emergency plans, it had not anticipated the situation which developed on April 23 at L'Ambiance Plaza.

"It is unlikely that Best would have foreseen

including in emergency planning the more than 300 construction tradesmen who, everyone agrees, were the backbone of the operation," according to *The Hartford Courant*, a nearby newspaper. "Their key role meant that city officials needed the cooperation of union leaders to organize the work."

"If we had taken out the business agents, there would have been total confusion," said Mayor Bucci.

The business agents quickly set up three shifts of work. They gathered their men before each shift and assigned the work to be done. Without architects or blueprints or formal planning, the men went to work.

"We knew what we had to do, and we got it done," one building tradesman told me.

They put in thousands of manhours. Some had to be bodily pulled from the rubble and told to get some rest.

An official of the Occupational Safety and Health Administration assigned as an investigator told a newspaper reporter, "This rescue couldn't have happened without organized labor."

The Red Cross and the Salvation Army were there, serving food and coffee and offering solace to men who were on the verge of tears. High-intensity lights suspended from cranes lit the stark scene at night. Police and state troopers directed the traffic and made way for the heavy trucks carrying away the rubble.

The best comes out in many people in times like this. I found that out in the Pacific in World War II, and I recalled that fact at Bridgeport. Many of the rescue workers slept at the scene after hours and hours of work. An Iron Worker told us he had been spending all his nights at the disaster site, and his lawn at home was a mess. When he finally reached home, he found that his neighbors had cut his grass for him.

You could tell that the strain was beginning to tell on many of the men. They shouted at reporters and photographers to get out of the way as they removed the bodies. In some spots they even put up barriers to keep curious spectators away as they tunneled under the broken slabs.

Psychologists say that the stress may bring different reactions to the rescue workers after it's all over. The intensity of their rescue effort will eventually drain away, but there

will be moments of tears followed by anger.

"We put a lot of trust in the people who design these things," one building tradesman said. "We go along with it. We have to feel it's safe, because it has been engineered and everything else."

Another complained about safety inspections. According to one newspaper report, OSHA visited the job site only once during construction.

"OSHA used to be a big force on the job site," this worker said. "You'd see them all the time . . . but not any more."

There's bitterness after a 10-day ordeal such as this, but there is hope that these 28 men have not died in vain . . . that an investigation will find the cause of the accident and that the disastrous error will be corrected forever more. There will certainly be questions about lift-slab construction, and you can bet that the UBC will monitor the investigation.

You know we use phrases like "We are our brother's keeper" and "Workers helping workers to better their lives" in much of what we do. These phrases have particular meaning during a major disaster. Our brothers in New England certainly rose to the occasion at Bridgeport. I particularly want to commend the members of Local 24, Central Connecticut; Local 43, Hartford; and Local 210, Western Connecticut. These are our construction locals in the state. They did a tremendous job at Bridgeport.

The disaster scene is now cleared of the twisted steel and broken concrete, but the stark reality of death remains.

The Associated Press quoted me as saying, "A lot of paychecks are going to have to be replaced. If children and wives are in need they can get it from the international union."

This was said at the time that I announced the formation of a nationwide relief effort for the families of the victims. The purpose of setting up the fund was to broaden the base of contributions being made to a local relief effort. I am urging all UBC locals to join in this fund-raising program. Contributions should be made out to the Bridgeport Building Trades National Disaster Relief Fund, and they should be sent to my attention at the General Office, 101 Constitution Ave., N.W., Washington, D.C., for forwarding to Bridgeport.

A group of local leaders formed a citizens advisory committee for the national relief

fund, and I am indeed gratified to be a part of their effort. The committee was created by Frank Krzywicki, head of the local Building Trades, and it includes Mayor Bucci, Reverend Henry Yordan of Norwalk, Conn., Professor Morris Fried of the University of Connecticut, Msgr. William J. Scheyd of St. Augustine Church of Bridgeport and Bishop Peter Rosazza.

A writer for the *New York Times* who prepared an article she entitled "Plaza of Tears" noted that "the people of Bridgeport have come together in adversity and don't look for praise; they are tough . . . Bridgeporters will go about their lives. Of course, the construction men worked to exhaustion at the site of the city's tragedy: Bridgeport was always a good union town."

In a recent letter, John Catelli, a retired member of Local 43, Hartford, calls it "the caring and sharing universality of unionism."



PATRICK J. CAMPBELL
General President



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Is your union participating?

On June 20, Father's Day Weekend, volunteers from Building and Construction Trades Department affiliates all over the country will be populating busy intersections, giving their time and energy to raise money for a new Diabetes Research Institute at the University of Miami.

**See Page 15
for story and details**



July 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



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no law respecting an
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or prohibiting the free
exercise thereof.*

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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

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VOLUME 107

No. 7

JULY 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

During his State of the Union message to Congress on January 6, 1941, President Franklin D. Roosevelt declared Four Freedoms to be a formulation of worldwide social and political objectives for the United States. Roosevelt stated these freedoms to be the freedom of speech and expression, the freedom of every person to worship God in his own way, the freedom from want, and the freedom from fear.

This month our cover depicts the freedom of religion as illustrated by a Norman Rockwell painting. Posters of Rockwell's illustration of the Four Freedoms were reproduced and widely distributed by the Office of War Information during World War II.

The first freedom stated by Roosevelt and illustrated by Rockwell was shown on the May cover of *Carpenter*. The paintings depicting freedom from want and freedom from fear will be reproduced on upcoming covers of *Carpenter* during the bicentennial observance of the establishment of the U.S. Constitution.

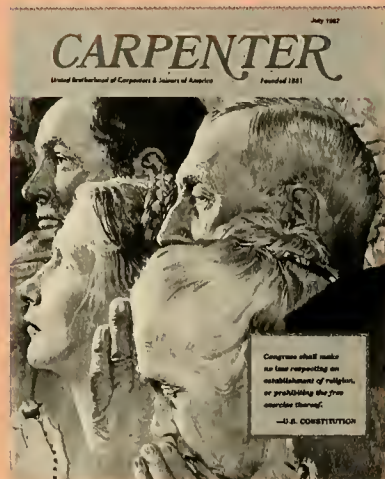
Rockwell was a careful craftsman with an ability to represent detail realistically. The subjects of most of his illustrations were taken from every day family and small town life. In this painting, Rockwell shows the young and elderly alike, worshipping side by side.

He is best known for his magazine cover illustrations for *The Saturday Evening Post*. He sold his first cover to them in 1916 at the age of 22. Over the next 47 years he illustrated 317 covers.

A year before he died, Rockwell was awarded the Presidential Medal of Freedom—the nation's highest peacetime award—by President Gerald R. Ford.

The "Freedom of Religion" painting by Rockwell is courtesy of the *Saturday Evening Post Society*.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, THE CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





AIDS

There's no reason to panic, but you should know the facts and the preventive measures to be taken.

The creeping menace of AIDS—Acquired Immune Deficiency Syndrome—has cast a pall over North America and the world as no other disease has done in a lifetime.

Said by most medical scientists to have come out of Central Africa by way of an infected monkey population, the disease has raged through Rwanda, Zaire, and Haiti and spread through U.S. inner-city prostitutes and intravenous drug users. Homosexuals have been hardest hit.

The greatest risk of becoming infected by this killer comes from sex with multiple partners, including prostitutes, homosexual males and intravenous drug users. According to a New York health official, the actual number of AIDS-related deaths among intravenous drug abusers may be twice as high as current data suggests.

Science and government are attacking the problem in many ways: testing the military, immigrants, certain government employees, and, in some areas, those applying for marriage licenses. Medical scientists are seeking to improve testing techniques, screening blood donors and seeking better screening methods, expanding the war against drug abuse, and increasing public awareness of the dangers.

The best way to slow the disease down, while science seeks a vaccine and a cure, is care in sexual relationships, monogamous relationships, the use of contraceptives, and saying no to drugs. The era of the "swinging singles" is about over, because of AIDS fears.

These are the current facts about AIDS

Acquired Immune Deficiency Syndrome is a deadly disease caused by a virus* that damages the immune system. People with AIDS are vulnerable to life-threatening diseases that do not affect others with normal immunity. AIDS is most often spread by sexual contact and by sharing contaminated drug needles. AIDS has also been transmitted from infected pregnant women to their infants and, rarely, by transfusion of contaminated blood or blood products.

About 98% of all AIDS cases reported to date have occurred in the following groups of people:

- Sexually active homosexual and bisexual men (or men who have had sex with another man since 1977) (73%)
- Present or past abusers of illicit intravenous drugs (17%)
- Homosexual and bisexual men who are also IV drug abusers (8%)
- Persons who have had transfusions of blood or blood components (2%)
- Persons with hemophilia or other blood clotting disorders who have received blood clotting factor concentrates (1%)
- Heterosexual men and women (these include sex partners of persons with AIDS or at risk for AIDS, and people born in countries where heterosexual transmission is thought to be more common than in the United States) (4%)
- Infants born to mothers infected with the AIDS virus (1%)

About 2% of AIDS patients do not fall into any of these groups, but scientists believe that transmission occurred in similar ways. Some patients could not be followed up, or died before complete histories could be taken.

* The virus that causes AIDS and related disorders has several different names: HTLV-III, LAV, ARV, and most recently, HIV.

Is it safe to have a blood transfusion today?

Today, the risk of getting AIDS from a blood transfusion has been greatly reduced. All donated blood and blood products are tested for the AIDS virus antibody, and donors are screened for risk factors. The risk of getting AIDS from a blood transfusion has always been small. Only 2% of all cases of AIDS have resulted from blood transfusions. Another 1% of cases have been hemophilia patients who received blood clotting factor concentrates to treat their disease.

No one who really needs a blood transfusion should refuse it for fear of getting AIDS. The risk to your health from refusing a blood transfusion your doctor recommends is much greater than the very low risk of getting AIDS from the transfusion.

Furthermore, no one should be afraid of getting AIDS from *donating* blood. You cannot get AIDS by donating blood or plasma. A new sterile needle is used for each donor and then discarded. The need for blood is always great, and healthy people who are not at risk for AIDS should continue to donate as they have in the past.

How has the blood supply been protected

When scientists first learned that the AIDS virus could be spread through blood, they did not yet know what caused the disease. As a first step to improve safety, the Public Health Service urged that people with signs or symptoms of AIDS and members of groups known to be at increased risk not donate blood. Blood collection centers included questions about symptoms of AIDS to screen donors, and staff were taught to reject those with early signs and symptoms of the disease.

Also, new heat and chemical procedures were developed to kill viruses in clotting factor concentrates manufactured for use in treating hemophilia.

Help came in 1984 with the discovery of the virus that causes AIDS. This led scientists to develop a laboratory test to detect antibodies to the virus in people's blood. (Antibodies are substances that cells make to destroy specific viruses and other germs.) By spring 1985—less than a year later—the test was in use at the nation's blood centers to screen all donated blood and plasma.

Together, these measures have nearly eliminated the possibility of getting AIDS through transfusions of blood or blood products.



Health workers demand safeguards against AIDS

Unions representing health care workers called for immediate federal standards on occupational exposure to blood-borne infectious diseases, including AIDS and hepatitis B. They charged that foot-dragging by the Occupational Safety & Health Administration has resulted in added cases of infected workers.

The Atlanta-based Center for Disease Control reported that three female health care workers were infected with the AIDS virus after coming in contact with contaminated blood.

The CDC, which issued guidelines for preventing transmission of infectious diseases in the workplace, concluded that chapped or cracked skin allowed the virus to enter the workers' bloodstreams.

Gerald McEntee, president of the American Federation of State, County and Municipal Employees, charged that the increasing cases of exposure to the AIDS virus "clearly show that employers will not regulate themselves." He urged that precautions for the prevention of blood-borne and other infectious diseases be made mandatory and enforceable.

"Too many employers have been cutting corners when it comes to protecting their employees from preventable occupational exposures to infectious diseases, chemicals and other hazards," McEntee declared.

After nine months, OSHA has not yet answered petitions filed by unions rep-

resenting more than 800,000 health care workers. Last September, AFSCME petitioned OSHA for an emergency standard on occupational exposures to infectious diseases.

A week earlier, the Service Employees, the Hospital & Health Care Employees and District 1199, the health care division of the Retail, Wholesale & Dept. Store Union, had petitioned for an emergency standard on hepatitis B. Last February, the Federation of Nurses & Health Professionals, affiliated with the Teachers, petitioned for a similar emergency measure.

The unions pointed out that health care workers currently have no legal recourse against employers who fail to comply with the CDC guidelines.

The three cases reported by the CDC are the first of health care workers becoming infected without sustaining needlestick injuries. In two cases, gloves and other protective gear might have prevented the infections, the CDC said. In the third case, the worker was exposed when the top flew off a blood-collection tube and splattered blood on her face and into her mouth.

Of six other cases of workers becoming infected with AIDS, four were from needle stick injuries and two involved persons who had provided long-term nursing care, but who did not observe any infection control precautions, the CDC said. **UIC**

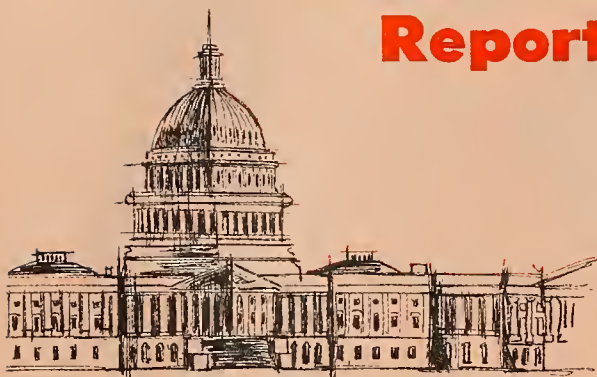
What does a positive AIDS antibody test mean?

People who test positive for antibodies to the AIDS virus have been infected

by the virus and can transmit it to others. A positive test, though, does not mean that a person has AIDS or will develop either AIDS or AIDS-related illnesses, but it means that he or she is a carrier of the virus. An

Continued on Page 38

Washington Report



SUPER-SCAB FINE ALLOWED

Unions can fine members who take supervisory positions with non-union contractors.

That federal labor law was reinforced by a U.S. Supreme Court ruling upholding a 9th Circuit U.S. Court of Appeals decision based on a 1981 dispute between a California electrical workers local and its local chapter of NECA.

The top court agreed that the National Labor Relations Board misapplied a provision of the Taft-Hartley Act designed to prevent unions from "coercing" members who take supervisory positions in which they represent the employer in grievance and bargaining matters.

The section of law doesn't apply, Justice William Brennan wrote, when union members take supervisory posts with "employers" with whom the union neither has nor seeks a collective bargaining relationship.

MORE AID FOR DISPLACED

Secretary of Labor William E. Brock announced \$3.7 million for dislocated workers in eight states. The breakdown of disbursements show \$1,350,000 in grants for dislocated workers in California, Ohio and Oklahoma while a total of \$2,291,000 in grants will go to workers and farmers in Minnesota, Montana, New York, Oklahoma and Wisconsin. The grants are designated for workers who are displaced due to mass layoffs, plant closures and adverse conditions in the farm economy.

LABOR PACS OUTSPENT

Corporate, trade association and conservative political action committees outspent labor political action committees by about 5 to 1 during the 1985-86 election cycle, according to a recent Federal Election Commission report.

The FEC said the first comprehensive look at PAC activity in the recent election cycle showed that direct contributions to federal candidates rose 26%, to \$132 million. The same rate of increase occurred in the previous cycle, rising from \$87.6 million in 1981-82 to \$113.0 million in 1983-84.

The FEC reviewed 4,568 PACs which were active during the 1985-86 cycle. The FEC said only 4,157 were left at the end of 1986 and only 3,152 or 69% actually contributed to federal candidates.

MINIMUM WAGE PROPOSAL

House and Senate Democratic leaders revived one of their traditional causes this year as they launched a drive to raise the nation's minimum hourly wage from \$3.35 to \$4.65 by 1990 and to impose automatic increases to keep pace with general pay levels in future years. Congress has not enacted a minimum-wage increase since 1977, and the last annual adjustment occurred in 1981, just as President Reagan took office.

Noting that purchasing power of the minimum wage declined 27% over the past six years, falling considerably below the poverty threshold for families with children, Senate Labor and Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) said, "We often heard this administration talk of a subminimum wage for youth. In fact, we already have a subminimum wage—for everyone."

Kennedy and House Education and Labor Committee Chairman Augustus F. Hawkins (D-Calif.) also invoked the fiscal realities of the 1980s, saying that a minimum-wage increase would not add to federal budget deficits and instead might help reduce them by encouraging people to move off welfare into jobs.

The proposed bill would raise the \$3.35 hourly wage floor by 50 cents to \$3.85 next January 1, to \$4.25 in January 1989, and to \$4.65 in January 1990. Annually after that, the floor would rise automatically to a level equal to 50% of average hourly earnings nationwide as determined by the Bureau of Labor Statistics.

14 SENATORS RAISED MILLION

There were 14 senators elected in 1986 who raised more than \$1 million in political action committee contributions for their campaigns, according to a Common Cause study. This raised the number of PAC millionaires in the Senate from 10 to 24, the citizens group said.

Of the 14 elected last November, nine were Republicans and five were Democrats.

The Federal Election Commission also reported that congressional spending in last year's elections exceeded \$450 million, up 20% over 1984 spending.

The Senate is expected to debate campaign finance reform this year, the first time a comprehensive reform bill has hit the floor since 1977. Majority Leader Robert Byrd (W.Va.) has given top priority to S. 2, which he is co-sponsoring with Senator David Boren (D-Okla.).

Labor has called S. 2 a good beginning, but would favor tougher restrictions on political contributions by the wealthy and a crackdown on conduiting and bundling, devices used to evade election regulations. Big business opposes campaign reform.

REAL EARNINGS DOWN

Real average weekly earnings decreased 1% from March to April after seasonal adjustment, according to the most recent data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This decrease stemmed from a .2% decrease in average hourly earnings and a .3% decrease in average weekly hours and a .5% increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers.



Where the Presidential Candidates Stand on the Issues

QUESTION NUMBER ONE

The AFL-CIO has launched a massive effort to involve all union members and their families in the process of choosing our next President. The UBC is an active participant in this effort, which is called "Democracy At Work."

The first step in this project is to help our members to become fully informed about the positions of the presidential candidates. The AFL-CIO devised five key questions which 14 declared and potential candidates from the Democratic and Republican parties were asked to answer. Four answers were in writing and one was videotaped.

AFL-CIO state and local central bodies will be receiving copies of the candidates' responses, and they should be making these available to as many members as possible, as well as scheduling showings of the videotape. UBC Legislative Director Wayne Pierce's office can assist your local union in getting a copy of the videotape or the written answers to the candidates' questions. Two copies of the videotapes are being sent to each U.S. District Board member, and showings can be arranged in each U.S. district by contacting these General Executive Board members. In

addition, the *Carpenter* magazine will reprint the candidates' answers in upcoming issues over the next few months.

The point of all this work is to help our members and their families be as fully informed as possible as we work to choose the next U.S. President. At the October AFL-CIO General Board meeting the Federation will consider endorsing the candidate who gets two-thirds support from the affiliates. There will be no public endorsement by the UBC of any candidate prior to October, 1987, and no Local, State or District Council should make any endorsements prior to this time. If you have members involved in any early political events prior to a UBC endorsement announcement, they should vote and speak as individuals, not on behalf of the union.

UBC members in the United States are expected to be actively involved in the presidential race. It is critical to the UBC and to labor as a whole that we elect a friend to the White House. Help to get your fellow members informed and involved. We must be sure that a President for working people represents this country.



Where do the major political party candidates stand on the crucial issue of presidential leadership? That's the question posed by veteran screen actor Ned Beatty, which was videotaped by the Labor Institute of Public Affairs in front of the White House.

How Many of Your Members Are Registered to Vote?

If the answer is 75% or more, your local or district council can join the Registered for Action Club. We are happy to report that the UBC legislative department is hard at work keeping up with your requests to join the club. Many requests for membership lists, which you are correcting and returning to the General Office, have been received. We are merging these corrected lists with the COPE voter lists, which are sent back to your local or district council. These COPE lists show which members are registered and which are not. Your political committees are working on registering unregistered members. These new voters will get "I'm union and I vote" bumper stickers and a personal letter from the Carpenters' Legislative Im-

provement Committee.

When your local or district council reaches 75% registered members, you can join the club.

Every day the news carries more stories on the coming presidential and congressional elections. Let's be ready to turn out more UBC votes than ever before, and put a pro-labor President and Congress in the White House and on Capitol Hill.

If you have not requested your member list, contact General Treasurer Wayne Pierce today at the General Office. We will send you your member list, and instructions for beginning the job of registering your members. Take action that makes a difference—Register for Action and join the Club.

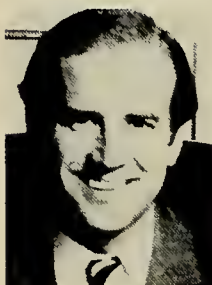
QUESTION FOR THE CANDIDATES

FOREIGN TRADE

How would you propose to reduce America's trade deficit and encourage the fair exchange of goods with other nations, while maintaining and improving our standard of living?



Answers from DEMOCRATS



Joseph R. Biden Jr.

U.S. Senator (Delaware) 1973—; Chairman, Judiciary Committee; ranking Democrat, Foreign Relations Committee

Today's world is more complicated than the simplistic choice between free trade and protectionism. Free trade is a myth—something that never existed. And protectionism would be self-destruction—a trade war now would be like a nuclear war: there would be no winners.

Both options are defeatist. Free traders say we are powerless to change our future. Protectionists say we cannot compete against our rivals and win.

Our next President must respond to unfair foreign trade practices, not with talk, but action. He should sit down with trading partners and put "all the cards on the table": negotiating with them over trade practices, military and foreign aid support, and the value of our currencies. If needed, the President should impose tariffs on those who are unwilling to be fair traders.

Our goal must be not withdrawing from world competition but entering it to win. Management is going to have to worry more about building industry for the next decade, and less about next quarter's profits. Management must give

workers more say in how industries are run and a share of the profits; workers must accept this responsibility and help America increase productivity and product quality.

Finally, we should not ignore the human costs of trade problems. As President, I would use tariff proceeds to fund worker retraining and relocation. And I would support ideas like wage insurance, plant closing laws, and community tax base insurance.

I don't want America to withdraw from world trade—nor do I want us to concede defeat to our rivals. Instead, I want us to prevail in the world economy, and I know that we can.



Paul Simon

U.S. Senator (Illinois) 1985—; U.S. Representative, 1975–1985; Lieutenant Governor, 1968–1972; Newspaper Publisher, 1948–1966.

The devastation of America's industrial base caused by the massive influx of subsidized imports from low wage countries represents the most serious threat to American industry since the Great Depression—as every steelworker, autoworker, machinist, communications and textile worker and every other American worker knows so well. We are in a trade war right now and we are losing it.

That erosion of America's industrial base by foreign imports must be stopped soon.

Franklin Roosevelt wouldn't have stood for it. Harry Truman wouldn't have stood for it. And neither will I.

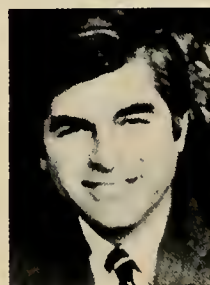
I didn't care what my Republican (and neo-liberal) opponents said when I co-sponsored the textile and domestic content bills.

And today, I am a co-sponsor of the toughest trade legislation currently before the U.S. Senate, including the worker rights and bilateral trade reduction measures.

We must be careful that the rhetoric of "competitiveness" doesn't become a new code word for wage freezes, concessionary contracts and other anti-worker policies.

Frankly, we must see how the currently proposed trade legislation works to save American jobs.

If the enacted legislation and its actual execution doesn't work, then newer, tougher legislation may be called for.



Michael S. Dukakis

Governor of Massachusetts, 1974–1978 and 1982—.

The trade deficit has cost two million jobs, betraying the hopes and dreams of families and communities across our nation. Debating "protectionism" versus "free trade" misses the point. Our goal must be competitive American industries and balanced trade internationally.

Some say America must de-indus-

trialize. I disagree. We need our basic industries. Our national security cannot become hostage to raw materials purchased, processed and manufactured abroad.

To win in world competition, we must invest in education and job training, in first-rate transportation, in clean air and water, and in new technologies that will help both new and older industries. And we must work to keep plants open, help dislocated workers, and provide older workers with new skills.

We must address unfair trade practices that subsidize foreign goods and close markets to our products. Where appropriate, we can provide limited relief from foreign competition, but we must insist that the industries that benefit from that relief invest and modernize and become competitive.

Finally, we must get our fiscal house in order by reducing the record deficits which devour savings, inflate the value of the dollar, attract foreign capital, make America a debtor nation and cost millions of American jobs.



Richard Gephardt

Chairman, House Democratic Caucus, 1985—; U.S. Representative (Missouri), 1977—; Board of Aldermen, 1971–1976.

I intend to continue pushing this year, as I did in 1985, for Congress to enact a tough trade policy. The Gephardt Amendment would give this country the teeth we need at the bargaining table, in trade negotiations, to open up closed markets abroad.

Other countries found to be engaging in unfair trade practices would have a chance to negotiate a fair trade agreement with the United States. But if they won't come to the table, or if efforts to negotiate fail, or if an agreement is reneged upon by a trading partner, then U.S. sanctions would be systematically imposed under my policy. And we would keep them in place until that country acts fairly and agrees to reduce its surplus by 10% per year.

No other country in the world can match the productivity of American

workers, but other countries are preventing us from competing head to head. They've erected trade barriers and they take us for patsies and chumps because our government won't get tough on trade. We need to get the handcuffs off American workers that have been put on us by unfair trade practices abroad. Just let us compete, that's all, and I know we'll win. And our standard of living will rise when we get America back to work.



Jesse Jackson

President, National Rainbow Coalition, 1984—; President, Operation PUSH, 1971–1983; Executive Director, Operation Breadbasket, 1966–1971.

Fair trade is essential to protect our national interests, our vital industries, and our jobs. An effective national trade policy includes aggressive federal initiatives and coordinated programs to improve competitiveness and increase American exports. We must negotiate trade agreements, through GATT and bilaterally, that are fair and mutually beneficial.

Second, the major cause of our trade deficit is President Reagan's record budget deficits. They have driven up the value of the dollar and made our products uncompetitive in the world.

Third, we have lost our industrial and commercial competitiveness in the world because our research and development monies, over half of our scientists and engineers, and 6% of our GNP, goes toward military projects; while the Japanese have 75% of their scientists and engineers, and their research and development monies, working on industrial, commercial, and economic development. A nation does best what it does most. We are first in military development and they are becoming first in economic development.

Lastly, I support international labor rights. American workers can never compete with slave labor markets abroad—nor should we try. I support

efforts to oppose foreign governments' actions which blatantly suppress workers' rights, imprison and kill labor leaders, and have virtually no health and safety standards.



Albert Gore Jr.

U.S. Senator (Tennessee), 1985—; U.S. Representative, 1977–1985; Reporter, Nashville Tennessean, 1970–1976.

America is in a trade crisis. Over the past six years, this Administration has spent and borrowed us into a very deep hole. We're tired of leaders whose idea of free trade is to tell the world, "Here—we've got lots of jobs. Go ahead and take as many as you like!" We need a strong leader who won't tolerate a declining standard of living or an economy that leaks \$170 billion a year.

What has been lacking is presidential leadership and presidential willingness to back up words with actions in our dealings with trading partners. Our government must also stop making America's problems worse by borrowing more than we can afford.

We should target our resources toward long-term prosperity, productivity, and people for a change. America



should prepare to compete by making better products than the Germans—not by paying wages that are lower than Brazil's. Our next generation of leaders should know that to win back American jobs, Americans need the best training programs and schools.

This country practically invented world trade, and we used it to build a better life for everybody. The next President must inspire this nation to lead the way again—and join with working men and women to bring out America's best.



Bruce Babbitt

Governor of Arizona, 1978–1987; Attorney General, 1975–1978; Attorney, Brown, Vlassis & Bain, 1967–1975; Attorney, Office of Economic Opportunity, 1965–1967.

Free traders tell us, in the face of all the evidence, that there is nothing basically wrong with the system of international trade. Protectionists want to pick fight after fight about unfair trading practices and start an unending cycle of retaliation.

My approach is a third alternative entirely, I call it balanced trade. Balanced trade concentrates on objective results ("balance") rather than subjective rules (such as "fairness") which different nations interpret differently.

Balanced trade means simply that every industrial country must keep its multilateral trading accounts, the sum total of all its foreign trade, in approximate balance. If you export, you import, and you do it in equal measure. The overall value of what you sell to the world must match the overall value of what you buy. If that is not the case, and you won't balance your accounts, then your victims will balance them for you—with across-the-board tariffs that increase every year.

That is balanced trade. It is a new idea in recognition of an old value: overall parity between exports and imports. All it needs is a President who is bold enough to make it happen.



Answers from REPUBLICANS



Pete du Pont

Governor of Delaware, 1977–1985; U.S. Representative, 1971–1977; State Legislator, 1969–1971.

We should never forget that American workers are today the most productive workers in the world. Our high productivity gives us the highest standard of living in the world, and we must build on our success by continuing to improve productivity for all Americans. When bad government tax and spending policies don't get in the way, Americans can outcompete, outproduce, and outperform anybody in the world. Too often politicians have blamed American workers when their liberal high tax, big spending policies have been the real guilty party.

We must reduce taxes which make American products too expensive in world trade. We must reduce unnecessary regulations that hurt our ability to compete.

From a long-range point of view, we must improve our education system. We simply cannot prepare our young people for the future with a system designed a century ago. If America is to be competitive, education and training must continue throughout our lives. We need to help those who must prepare for second and third careers—for new work in new industries.

Our goal as Americans is to compete—and win. We should never hide behind the false walls of protectionism. That is what Herbert Hoover tried to do, and it brought on the Depression. We don't need to hide behind tariff walls. If we insist on open markets, we can win. Some of these markets are closed to us today. This must end.

As President, I would negotiate from strength with those nations that use tariffs and other barriers that keep out American exports now. For example,

as President, I would refuse to sign any major trade agreement that did not include significant reductions in barriers to our agricultural exports.

The Japanese want access to our American markets. They can have it if the Japanese market is opened to Iowa beef and Kansas corn. It's a very simple message to our foreign trading partners; no increase in efforts, no increase in exports.



Jack Kemp

U.S. Representative (New York) 1971–; Pro Football Quarterback, American & National Football Leagues, 1957–1970.

I believe the American labor force can compete and prosper in the global economy. America is the most productive nation in the world. We need to increase our commitment to improving skills, through education and training and further investment in modern plant and equipment. As a national leader for lower tax rates on both wages and investment, I believe we must take further steps to remove artificial barriers to U.S. competitiveness in order to reduce our trade deficit.

First, we must take steps to reform the world's monetary system to provide a stable dollar and help bring about lower long term interest rates. Our manufacturing productivity has begun to rise again, but this has been swamped by the wildly fluctuating dollar, high interest rates, and the global recession among our trading customers who are buying less of U.S. products.

Second, our goal must not be to raise tariffs which would add a tremendous burden on working Americans, but to open markets for our goods and raise the U.S. standard of living. To end unfair foreign trading practices, we must force competition by lowering, not raising barriers. I have introduced legislation authorizing reciprocal lowering of trade barriers—particularly with the export competitors of countries that refuse to open their markets to U.S. goods—and requiring consumer and taxpayer impact estimates for all trade legislation.



George Bush

Vice President of the United States, 1981—; U.S. Representative, 1967–71; Ambassador to China, 1974–75; Director of Central Intelligence, 1975–77.



Pat Robertson

Founder/Chairman, Christian Broadcasting Network, 1959—; founder, Operation Blessing, 1978—; Broadcast News Analyst, 1975—; Chancellor, CBN University, 1978—.



Alexander M. Haig Jr.

Secretary of State, 1981–1982; Supreme Allied Commander of NATO, 1974–1979; Chief of Staff to President Nixon, 1973–1974; founder/President, Worldwide Associates, 1982—.

The President should always look out for the national interest. First, I support strong and strict enforcement of our trade laws. We must remember, however, that protectionism helps a selected group at the expense of all Americans and overall economic growth. Limiting imports to reduce the trade deficit would: (a) raise prices to consumers; and (b) invite other countries to retaliate against our exports. The result? Loss of American jobs—lots of them.

Yes, trade must be fair. We're working hard to make sure that other countries do not subsidize or dump their products here. But the best way to reduce the trade deficit is to expand exports, not restrict imports. We're pressuring other countries to open up their markets by self-initiating unfair trade cases for the first time ever and pushing for a new trade round to bring down barriers to our exports.

However, getting our trading partners to compete fairly is not enough. Even if all markets were open, U.S. industry must still work on improving its fundamental productivity. That means resisting efforts to balance the budget by raising taxes. Increasing taxes on business at home can only raise the prices of our products and make them less competitive abroad.

Improving our fundamental productivity means making our education system second to none. It means arming our workers with the best technology. It means creating a new partnership between labor and management to strive for excellence and quality in every product we make. If we improve our fundamental productivity and ensure that everyone competes by the same rules, I'm confident that we can keep America number one.

America is now engaged in a global economic battle. Our steel, our automobiles, our heavy machinery, our airplanes, and our farm products must fight to maintain in domestic markets and to gain a share of world markets. No industry can produce its products, purchase its supplies and components, or pay its labor without regard to world competition. To win in this battle, America must:

1. Reduce the federal budget deficit so that the economy can be free of inflationary pressures, and to achieve lower interest rates. We must avoid irresponsible lending to foreign borrowers. The dollar must be rescued from the up-and-down roller coaster of the past several years.

2. American industry must learn to compete in the international arena. Our products must be known as the best in the world. To accomplish this, I propose a partnership between government, management, and labor. Management must encourage laboring men and women to teach them ways to improve quality and production techniques. Labor in turn must recognize that wage increases depend on productivity and sales, not on outmoded techniques and regulations. Government must provide the tax incentives for job retraining to encourage modernization and research and development for America to move ahead.

3. The Smoot-Hawley tariffs sent America and the world into a terrible depression. I favor free trade as the best program for the farmers, the workers, and business. However, I also favor fair trade. If other nations are consistently cheating on us, I say, "Either open your doors to American products or we will close our doors to you."

I believe that America can compete with the best on a level playing field. To level that field, however, means much more than the elimination of unfair trading practices. Only a small part of our trade deficit is due to such practices. We need a broad-ranging program that recognizes the mutual interest of both America and our partners in a more balanced exchange of goods, not punitive or protectionist measures.

First, we should get our fiscal act together. High real interest rates and an unstable dollar due to a massive budget deficit have taken a heavy toll of our ability to compete abroad—and at home.

Second, we should get our industrial act together. Management and labor must forge an alliance to bring America into the new industrial age of greater efficiency and higher quality. Government can help, for example, through worker retraining, tax incentives and regulatory reform.

Third, we must at the presidential level take the international lead in expanding free and fair trade rules to cover investment, services, intellectual property and agriculture. The annual economic summits offer an opportunity to accelerate this process. The President should also retain the flexibility he needs to enforce fair trade under current rules.

Fourth, we should make clear to our partners that just as we are making the hard economic choices, we expect them to do so as well.

Fifth, we should work together to reignite the growth of the less-developed countries, primary customers for our industrial exports, not just prolong their economic stagnation by increasing their debt.

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FOREIGN TRADE / Where the Candidates Stand

Continued from Page 9



Bob Dole

Senate Republican Leader, 1987—; Senate Majority Leader, 1985–86; U.S. Senator (Kansas), 1969—; decorated World War II combat veteran.

I recommend a four-point program. First we should make our determination clear to foreign nations that they must open their markets if they expect access to ours. A current example is Japan's refusal to provide a larger market share for American produced auto parts as well as the reluctance of Japanese auto producers in the U.S. to purchase more local components. This requires a strong President who will not hesitate to take vigorous action to promote sales of American products.

Second, we need tougher trade statutes to assure injured industries of swift and effective relief from unfair foreign trade practices. The emphasis on adjustment should be increased, so that industry can get back on its own feet and the jobs of American workers don't become dependent on perpetual government assistance.

Third, we must address the broader economic issues that contribute to the trade imbalance: budget deficits, global debt, exchange rates, and economic growth. The trade problem does not exist in a vacuum.

Finally, we must improve underlying American competitiveness. This means improving our research capabilities, such as federally supported laboratories; increasing our stress on education, particularly in the sciences, increasing labor-management cooperation; raising our savings rate to increase investment; eliminating unnecessary regulation which hampers business productivity. In sum, the American worker deserves better than to be cast to the winds of fate. If workers are allowed to compete fairly, they will compete well.



Ironworkers President Juel Drake signs the new window agreement as UBC General President, to his right, prepares to add his signature. Participating in the proceedings from left are Ironworkers Secretary-Treasurer Jake West, UBC First General Vice President Sigurd Lucassen and Assistant to the General President James Davis.

Carpenters, Iron Workers Reach Agreement on Metal Window Work

For many years the installation of metal windows has been the subject of dispute between construction crews of Carpenters and Iron Workers. Metal windows, prefabricated and manufactured in industrial plants, have gained in popularity among many architects designing high-rise structures.

On April 19, 1951, and again on June 18, 1957, representatives of the United Brotherhood met with representatives of the International Association of Bridge, Structural and Ornamental Iron Workers to iron out differences. Understandings which satisfied both parties were reached at these meetings, but there have been so many changes in construction technology in the ensuing 30 years that representatives of the two unions met again this year and on June 1 they reached a new agreement.

The new understanding says in part, "It is the purpose of this agreement to improve relations between the two trades, and mutually to assist each union to secure work coming within its recognized jurisdiction."

These are some of the understandings reached in the agreement signed by Carpenters President Patrick J. Campbell and Ironworkers President Juel D. Drake:

- The installation of window frames and sash in residential construction will be performed by Carpenters. Residen-

tial construction was defined in the agreement as "all work in connection with construction, alteration, and/or repair of all residential units such as single dwellings, duplexes, row houses, town houses and walk-up apartments not to exceed three stories in height excluding a basement." It was understood that the term "high rise" applies to any structure in excess of three stories.

- In commercial and industrial construction, the installation in its entirety of window frames and sash placed in wood or metal stud frames will be done by UBC members.

- In unprepared openings, Carpenters will set, stay, level, plumb or brace all metal windows and sash as is necessary to hold them in position.

- Ironworkers will handle in its entirety the installation of metal window frames and sash which must be attached by clips, bolts, or welded to steel, metal, masonry or concrete.

- When an installation calls for metal window frames and sash which attach to a combination of wood and metal, masonry or concrete, such work will be handled by a composite crew of Carpenters and Iron Workers of equal number. This will be either side, header or sill installation work.

- The installation of metal for curtain walls in its entirety is recognized as the work of Iron Workers.

Continued on Page 38

Eagle Carcasses Litter Alaskan Logging Camp of L-P Subsidiary

"Not only is Louisiana-Pacific Corp. ANTI-UNION, they are also UN-AMERICAN," states Ron Kenny, Local 1856, Philadelphia, Pa. The statement accompanied a newspaper clipping of an Associated Press article that reported the destruction of bald eagles in Alaska.

The Associated Press reported that the remains of an estimated 19 to 30 bald eagles were found at a logging camp garbage dump, where they apparently were shot while perching in trees. The same incident was reported in 1983 when 13 dead eagles were found at the same site.

"The place was littered with eagle feathers and bones," said a U.S. Fish and Wildlife agent. The site was at LaBouchere Bay camp on Prince of Wales Island, about 75 miles northwest of Ketchikan.

Bald eagles are considered endangered or threatened in every state but Alaska, which has an estimated eagle population of 30,000.

The agent said the killings discovered were the worst he could recall being reported anywhere, and the worst he had seen during nine years as Fish and Wildlife special agent for southeastern Alaska. "I think they're just shooting them to get rid of them or just to have

a target to shoot at," he said.

The dead eagles were reported by a fisherman active in the Southeast Conservation Council. The council opposes many of the logging policies adopted by the owners of the LaBouchere Bay camp: The Ketchikan Pulp Co., its

parent, Louisiana-Pacific Corp. and the U.S. Forest Service.

Many conservationists say some logging companies dislike eagles because the federal government bans logging and road construction within 330 feet of their nests.

OSHA Extends Comment Period to August 14 On Some Proposed Construction Standards

The U.S. Occupational Safety and Health Administration has extended until August 14 the public comment period on its proposed revisions of existing standards covering scaffolds, fall protection, and stairways and ladders.

The public comment period, originally scheduled to end February 23, was previously extended to June 1. However, because the agency now believes that the initial extension still did not allow sufficient time for interested parties to comment, it has extended the deadline a second time.

OSHA cited the complexity of the subject matter, the extent of the proposed revisions and the fact that all three proposed regulations request comments from the same interested parties as reasons for the extension. Further, the agency is announcing its intention to apply the proposed fall protection standards to all steel erection activities except initial connection of steel framing mem-

bers.

The proposed revisions, published in the Federal Register Nov. 25, 1986, would update and clarify standards protecting an estimated 3.9 million workers in the building industry. Comments and requests for a hearing, in quadruplicate, must be postmarked no later than August 14, and sent to: OSHA Docket Officer, Room 3670, Third Street and Constitution Avenue, N.W., Washington, DC 20210. Comments on scaffolds should be sent to Docket No. S-205; fall protection to No. S-206; and stairways and ladders to No. S-207.

Notice of OSHA's second extension of the comment period was scheduled to appear in the Federal Register, June 2.

The Advisory Committee on Construction Safety and Health, on which the UBC is represented by Safety Director Joe Durst, has made recommendations to OSHA on the standards.

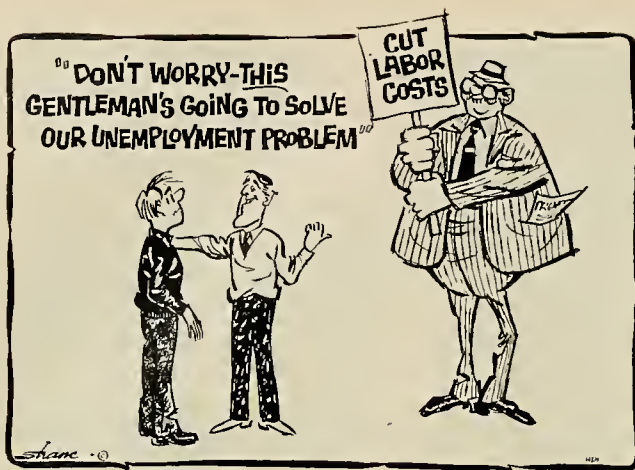
George Meany Memorial Archives to Be Dedicated Next Month



Construction of the George Meany Memorial Archives, a \$4-million, three-story building located on the campus of the George Meany Center for Labor Studies in Silver Spring, Md., is being completed. The archives will have a library, classrooms, reading rooms, meeting space, and two exhibit areas—one a permanent memorial to the late AFL-CIO leader. It will house records of federation activities including newspapers, pamphlets, photographs, audio and video tapes, memorabilia, and a small reference library.

Sunday, August 16, 1987, marks the 83rd anniversary of the birth of former AFL-CIO President George Meany. The following day, Monday, August 17, the AFL-CIO Executive Council will dedicate the George Meany Memorial Archives, a storehouse of labor history, in his name.





Only 32% of jobless workers in the United States received unemployment insurance benefits in an average month in 1986, the lowest level in the program's 52-year history. State laws must be updated.

Unemployment problems plague UBC Canadian members, too. Neither the Mulroney federal administration nor the provincial governments have come up with satisfactory answers. George Shane, Canadian political cartoonist, suggests the administration attitude.

State Legislatures Enact Meager Gains in Unemployment and Compensation Benefits

State legislatures made spotty improvements in workers' compensation and unemployment insurance during 1986 legislative sessions.

Injured workers in most states realized a slight increase in payments or family benefits. But jobless workers in some areas were hit with budget cuts and new restrictions on eligibility for regular or extended unemployment compensation. Today fewer than four of every 10 unemployed workers qualify for benefits.

Overall, injured workers in 43 states and the District of Columbia who are suffering permanent job-related total disabilities got modest increases in their compensation payments. Two states reduced benefits and five maintained the same benefit level.

Disabled workers gained ground in Vermont, where maximum benefits are now based on 150% of the state average weekly wage, up from 100. In Arkansas, the maximum weekly benefit for totally disabled workers will increase from \$175 to \$189 in July, to two-thirds of the average weekly wage in January 1989, and to 70% of the average a year later.

South Carolina raised its minimum weekly benefit for workers suffering from temporary and permanent total disability to \$75, but added that benefits may not exceed the state's average weekly wage.

New Mexico, however, froze the average weekly wage on which benefits are based—now \$308.28—through June, and Oklahoma legislators decided that the average weekly wage will be determined every three years rather than

being calculated on an annual basis.

Maryland legislators voted this year to reduce maximum weekly benefits for persons suffering permanent partial disabilities from \$122 to \$80 but added labor-backed provisions that will raise the rate to \$82.50 by 1989. The state added a 5% annual cost-of-living adjustment for workers with permanent total disabilities.

In a few states, workers suffered setbacks in maintaining coverage for occupational disease. In Iowa, the legislature repealed a requirement that a worker's last employer pay compensation costs where exposure to particle-related and dust-related lung diseases occurred for at least 60 days.

The state also eliminated its occupational disease medical board and called for further investigation of occupational diseases by a panel of physicians designated by the industrial commissioner.

Kentucky legislators modified coverage for occupational illness by requiring that workers file their claims of asbestos-related disease within 20 years of exposure.

Burial allowances were increased in five states—Arkansas, Colorado, Rhode Island, Tennessee and West Virginia. Coverage for ambulance workers, rescue squads, police, fire fighters, prison guards and workers at religious institutions was added in some jurisdictions.

Under state unemployment compensation plans, maximum benefit rates increased in 33 states and remained the same in 17 states and the District of Columbia.

But many states acted to reduce or limit unemployment insurance benefits

so as to accommodate budget-cutting requirements of the Gramm-Rudman-Hollings Act.

Kentucky tied its weekly maximum benefit, now \$140, to the state's trust fund balance, while North Carolina voted to reduce both regular and extended benefits by similar amounts.

Louisiana also voted to reduce benefits by the federal share of any budget reduction resulting from the Gramm-Rudman plan.

In South Dakota, unemployed workers involved in a labor dispute will be found ineligible for benefits. But Tennessee workers who were furloughed prior to a labor dispute will remain eligible.

Labor has long urged the Congress to improve the funding of the nation's UI and ES system by indexing the taxable wage base (from the current federal level of \$7,000) to at least 65% of the average annual wage. In comparison to last year, three states lowered their taxable wage base and 14 states increased their taxable wage base.

The average weekly benefit paid for total unemployment increased nationally from \$122 to \$129 but actually declined in Kentucky, Louisiana, Montana and Wisconsin. Thirty-three states increased maximum benefit amounts for unemployment compensation.

Overall, maximum weekly benefit amounts were increased for workers' compensation in 42 states and were lowered in two others. The largest change was in Vermont, where the maximum weekly benefit amount for permanent, temporary and permanent partial disability went from \$293 to \$465. **UBC**

Unemployment Insurance Under State Laws, Jan. 1, 1987

Jurisdiction (Ranked Highest to Lowest by Maximum Benefit Within Regions)		Maximum Weekly Benefits ¹	Average Weekly Benefit Paid for Total Unemployment FY '86	Average Weekly Wages in Covered Employment ²	Average Weekly Benefit as a Percentage of Average Weekly Wages ³ FY '86	Percent of Unemployed Receiving Regular Benefits ⁴	Regular Duration of Benefits by Weeks ⁵	Percent- age of Claimants Who Exhausted Benefits FY '86	Average Employer Tax Rate, 1986 (Estimated) Percent- age of Taxable Payroll 1986	Percent- age of Total Payroll 1986	Taxable Wage Base
United States		\$ —	\$129	\$372	35%	29%	—	32%	2.7%	1.1%	\$ 7,000
Region I	Michigan	197	149	429	35	25	15-26	30	5.5	2.0	9,500
	Wisconsin	196	132	342	39	26	1-26	30	4.9	2.6	10,500
	Illinois	168-219	140	405	35	25	26	39	4.1	1.6	8,500
	Indiana	96-161	97	359	27	21	9-26	29	1.5	0.6	7,000
Region II	Oklahoma	197	143	348	41	28	20-26	43	2.2	1.1	9,100
	Kansas	197	145	336	43	34	10-26	35	2.5	1.2	8,000
	Arkansas	196	111	300	37	25	10-26	23	2.4	1.2	7,500
	Missouri	130	101	355	28	29	10-26	28	2.4	1.0	7,500
Region III	District of Columbia	250	155	460	34	30	17-26	50	3.1	1.0	8,000
	Pennsylvania	241-249	142	361	39	38	16-26	26	4.7	1.9	8,000
	West Virginia	225	137	348	39	22	26	28	4.5	1.9	8,000
	Delaware	205	135	370	36	26	18-26	24	3.4	1.4	8,500
	Maryland	195	135	365	41	35	26	24	3.0	0.9	7,000
	Virginia	167	119	344	35	14	12-26	20	1.3	0.5	7,000
Region IV	Louisiana	205	145	349	42	32	12-26	59	4.0	1.6	7,000
	Texas	203	155	379	41	24	13-26	44	2.0	0.7	7,000
	Mississippi	130	91	287	32	21	13-26	31	1.9	0.7	7,000
Region V	North Carolina	184	109	317	34	24	13-26	19	1.9	0.9	9,600
	Florida	175	121	329	37	19	10-26	36	0.9	0.4	7,000
	Georgia	145	105	349	30	25	4-26	26	1.6	0.7	7,500
	South Carolina	125	97	308	31	27	14-26	27	2.1	0.9	7,000
	Alabama	120	97	325	30	21	11-26	24	1.9	0.9	8,000
Region VI	Hawaii	212	137	326	42	36	26	24	1.6	1.1	16,500
	Nevada	171	131	351	37	39	12-26	27	1.8	1.0	11,700
	California	166	113	410	28	42	12-26	35	2.4	0.8	7,000
Region VII	New Jersey	228	153	414	37	44	15-26	37	3.2	1.4	11,300
	New York	180	129	433	30	32	26	36	3.3	1.1	7,000
	Puerto Rico	95	68	206	33	24	20	46	5.4	3.4	7,000
Region VIII	Massachusetts	220-330	148	386	38	38	9-30	26	2.0	0.8	7,000
	Connecticut	204-254	146	419	35	31	26	16	2.2	0.7	7,100
	Rhode Island	191-236	125	327	38	57	12-26	24	3.8	2.1	11,400
	Vermont	154	115	313	37	32	26	15	4.1	2.0	8,000
	Maine	152-228	113	300	38	36	7-26	49	2.6	1.1	7,000
	New Hampshire	150	108	335	32	21	26	2	1.1	0.4	7,000
Region IX	Oregon	216	134	343	39	31	6-26	25	3.1	1.9	14,000
	Washington	197	132	364	36	35	16-30	26	4.1	2.1	13,200
	Alaska	188-260	153	551	28	48	16-26	57	2.3	1.6	21,500
	Idaho	185	125	312	40	38	10-26	37	3.0	2.1	16,200
	Montana	179	121	301	40	27	8-26	42	3.2	1.9	12,400
Region X	Ohio	147-233	146	375	39	22	20-26	29	3.7	1.2	8,000
	Kentucky	140	97	326	30	25	15-26	26	3.2	1.3	8,000
	Tennessee	130	90	326	28	23	12-26	27	1.6	0.7	7,000
Region XI	Colorado	213	153	381	40	26	8-26	35	2.2	0.9	8,000
	Wyoming	198	160	365	44	31	12-26	37	3.2	1.6	10,300
	Utah	197	150	333	45	33	10-26	34	2.1	1.1	12,900
	New Mexico	158	120	322	37	25	19-26	38	2.0	1.1	10,700
	Arizona	135	107	352	30	22	12-26	28	1.6	0.5	7,000
Region XII	Minnesota	239	161	369	44	29	11-26	36	2.5	1.2	11,200
	North Dakota	197	147	297	49	31	12-26	42	2.9	1.8	10,800
	Iowa	162-199	134	311	43	26	11-26	30	3.3	1.9	12,300
	South Dakota	129	104	265	39	14	18-26	13	1.3	0.6	7,000
	Nebraska	126	107	301	36	27	17-26	32	1.7	0.7	7,000

¹ Fiscal year ending September 1986—latest data available.

² Where two figures are shown, the larger includes maximum dependents' allowances.

³ Where two figures are shown, the lower represents the shortest possible duration. In most states this is the entitlement of a claimant with minimum weekly benefits and minimum qualifying wages.

⁴ Maximum weekly benefit is a specified percentage of average weekly covered wages and is computed annually, or in a few States semi-annually. Since the base year used for setting the maximum is not necessarily calendar 1986, the percentage figures may vary from statutory percentages.

⁵ For the twelve months ending June 1986.

⁶ As reported by the Department of Labor for the week ending September 13, 1986—latest data available.

Here is the 1987 chart comparing benefits for workers' compensation and unemployment insurance under state laws that were in effect on Jan. 1, 1987.

States are listed by AFL-CIO regions from highest to lowest based on maximum weekly benefit amounts for unemployment insurance and workers' compensation (for permanent total disability).

A new column has been added on the unemployment insur-

ance chart this year showing the percent of the jobless actually receiving regular UI benefits by state. These figures represent the percentage of the jobless getting benefits for the week ending Sept. 13, 1986—the latest data available from the Department of Labor. For the U.S. only 29% received benefits ranging from 14% in Virginia and South Dakota to 57% in Rhode Island. Annual figures for 1986 would, in most cases, be slightly higher.

Ottawa Report



KEEP S.I.N. SECRET, SAY MPs

Canadians would no longer have to give their social insurance numbers when applying for a credit card or writing a check, if a proposal of a parliamentary committee becomes law. In a dramatic proposal, the all-party committee said it would become illegal for the public and private sector to ask any person for his SIN unless it was prescribed by law, such as for income tax purposes.

This idea is part of a sweeping package of reforms aimed at protecting the privacy of individual Canadians, which the committee said is being threatened by high-technology, information-gathering society.

The committee is also including the use of lie detector tests in employment interviews and security screening, urinalysis as a method of drug testing, electronic surveillance of employees by computers, cameras, electronic pagers and telecommunications devices. In the wide-range review of the laws, the committee's 108 recommendations are intended to further protect individual privacy.

BIG B.C. DEMONSTRATION

In a massive political protest, angry British Columbia union members picketed their workplaces early last month, shutting down mills, mines and schools.

The 24-hour general strike was called by the B.C. Federation of Labor, the umbrella organization that represents about 250,000 union members, to fight the Social Credit Government's proposed changes to the province's labor laws.

Within hours of the appearance of the first demonstrator, provincial Attorney-General Brian Smith sought an injunction from the Supreme Court of B.C. to prevent a repetition of the one-day walkout.

"This strike is an offense against the state not just the Government," Smith said.

"It is an attempt by unlawful means to intimidate the legislative process. The union leaders are attempting to move the making of our laws out of the Legislature and into the streets."

The Attorney-General sought in his application to the court a prohibition against many forms of action, including slowdowns, study sessions, breaches of contract and resistance to legislative change.

All those—trade unionists, translators and others involved in industrial relations—who already knew Gérard Dion's *Canadian dictionary of industrial relations* will be happy to learn of the recent publication of its second edition.

Much more than a mere update incorporating the many changes that have taken place in the industrial relations field since its first edition, 10 years ago, the new dictionary now contains 19,442 entries including 2,552 new French terms; a total of 12,812 entries in the English-French Index; and a new section containing some 600 Latin expressions or locutions with their English and French translations.

The updated existing appendices (initials of organizations, labor statistics, chronology of legislation and important events) have been complemented by four additional sections: a list of all the conventions and recommendations of the International Labor Organization since its founding, indicating those ratified by Canada; a list of all emergency legislation decreed by Canadian and provincial governments since 1955 in response to special situations; and the wording of the Canadian Charter of Rights and Freedoms and the Quebec Charter of Human Rights and Freedoms.

The dictionary part is divided into two sections: the first, French-English, contains the definitions of terms (in French) in addition to their translation into English; the second consists of an English-French alphabetical index of the terms used in the first section.

Dictionnaire canadienne des relations du travail, deuxième édition, by Gérard Dion; Les Presse de l'Université Laval; 993 pp.; \$65.

MULRONEY OPINION SURVEY

The Mulroney government represents big business. That's what results of a CLC survey show.

Of the more than 600 people interviewed by telephone for the poll, 73% agreed with the statement that "when it comes to handling economic matters generally, the Prime Minister Brian Mulroney and his Conservative government tend to be more concerned about the interests of large corporations than ordinary working people."

Only 9% of Canadians think the Mulroney government represents workers. Even 62% of Conservative government supporters think the Tories represent big business.

New Democrats are more likely than average to believe the Mulroney government represents the corporations, according to the survey results. But the view is widely held across Canada.

600,000 WORKERS BOOK OFF

About 600,000 Canadian workers—nearly 6% of the workforce—book off work for part or all of any given week, Statistics Canada says. They book off for illness, injuries or personal reasons. Most experts believe absenteeism can be reduced if workers are given a sense of some control over what is going on in the workplace, Tee Guidotti, professor of occupational health at the University of Alberta, said in an interview.



The members of Local 551, Houston, Tex., voted to house the Texas Union Immigrant Assistance Project in their building at no cost to the project. Pictured above in the office, from left, are Richard Arispe and Ruben Cantu, UBC representatives who have been assigned to help undocumented workers through the project. Another representative at the facility is Benito Garza, not in the picture.

Amnesty Aid At Texas Office

Three organizations associated with the AFL-CIO have joined efforts to provide assistance to persons seeking amnesty.

The Texas Union Immigrant Assistance Project, sponsored by the United Brotherhood of Carpenters and Joiners of America, the Texas Triangle Organizing Committee and the United Food and Commercial Workers International Union opened an office in Houston at 2600 Hamilton Street on Monday, May 4, 1987. The project offers assistance to both union and non-union persons who are seeking to apply for amnesty under the new Immigration Reform Act. There will be a minimal fee.

Among the services provided are:

- 1) interviewing and screening for amnesty applications;
- 2) assistance in filling out amnesty applications; and
- 3) assistance in obtaining legal counseling.

The Texas Union Immigrant Assistance Project has been certified by the Immigration and Naturalization Service as a qualified, designated entity. Six counselors are on hand to advise people of all information and the supporting documents which are required.

While the Texas Union Immigrant Assistant Project will assist union and

Profile of An Undocumented Worker

Manuel Tovar, a 23-year-old member of Local 724, Houston, Tex., feels really good about the new immigration law. He left Nuevo Laredo, Mexico in 1981 when he was 16 years old. He passed through the border in the trunk of a car driven by a woman who had been paid \$1,000 by his father to transport Manuel and his brother from Mexico to San Antonio. From San Antonio, Manuel and his brother were to travel to Houston to join their father.

When their trip began in Nuevo Laredo, Manuel was secreted in the trunk of the car. His brother, however, had a "mica" which authorized crossing into the border area, so he crossed the bridge between Nuevo Laredo and Laredo inside the car as a passenger. The mica Manuel's brother had would not be good for travel beyond Laredo, so they both were concealed in the trunk.

Manuel remembers being frightened throughout the entire trip. He had never before attempted an illegal crossing. The danger of being caught and of riding blindly and helplessly for almost 200 miles in the dark, confining space of a car trunk turned the trip into a horrible ordeal for the sixteen-year-old.

Once across the border, Manuel remembers going to a house in Laredo where the boys were allowed a rest before the 150-mile drive to San Antonio. He also remembers the suffocating heat of the trunk which grew steadily worse as the muffler of the car heated up on the trip. At the U.S. Customs check point between Laredo and San Antonio they were almost detected. During the day prisoners had escaped from the jail in San Antonio and INS officers were checking all cars.

The driver had warned Manuel and his brother not to move or breathe too hard, because the officer was going to instruct her to move the car forward, then to make a sudden stop. The test would allow INS officers to determine if there was an overload in the rear of the car, suggesting there might be persons concealed in the trunk.

When Manuel and his brother arrived in San Antonio, they were met by another friend of their father. This friend helped Manuel and his brother reach Houston where they were re-united with their father.

Manuel found employment soon after reaching Houston. On Aug. 26, 1981, he was hired at Fixtures International, a company that provides on-the-job training for new employees. In business since 1946, Fixtures International has an agreement with the UBC. Manuel joined Local 724 soon after he began working and has been a member since.

Manuel learned the benefits of union membership very early in his experiences as a worker in the United States. Because of those experiences, Manuel is adamant that he would never consider working in a non-union environment. He is still employed by Fixtures International and, with the help of the Texas Union Immigration Assistance Project, is applying for amnesty. **UBC**



Brother Tovar at work, left. As a result of the IRCA, companies like Fixtures International will now be able to compete more effectively against firms that had exploited undocumented workers with unfair wages and unsafe work conditions.

non-union persons, the UBC, under the legalization program provision of the Immigration Reform Control Act of 1986, will target undocumented union members and construction workers to

help them obtain temporary legal residence.

"The short-term objective of the Texas Union Immigrant Assistance Project

Continued on Page 18

Adams' Rope Art



"Red" Giles Adams, a retired member of Local 56, Boston, Mass., became interested in the art of Knato (the art of fancy rope work) during service in the Navy. He learned the art from two shipmates who picked it up from Chinese laborers while stationed in China in the 1930s. The history of Knato dates back to the invention of rope itself and was passed down through old mariners who devoted much of their idle time to the tying of knots and to contriving many beautiful and ornamental rope designs. Unfortunately, the art never attracted much attention, and thus, has begun to die. Adams, pictured above with Business Representative Thomas Marshall, spent more than 50 hours splicing and tying three strands of rope to create this rope anchor. This particular design is one of only three in existence.

Foreign Firms Earning U.S. Dollars As Construction Contractors in America

Of every dollar earned for construction in the United States, more than five cents goes to foreign contractors, Rene A. Henry Jr., president and chief executive officer of the National Institute of Building Sciences told Congress last month.

Henry said that U.S. builders and the manufacturers that supply them are unduly burdened by a product approval system that encourages ill-founded litigation, the ultimate costs of which fall on the American consumer.

In 1985, the last year for which numbers are available, Henry said, "Of the estimated \$134 billion in construction contracts awarded in the United States, \$7.3 billion went to 59 foreign contractors. That was 24% more than in 1984, and double the amount in 1983."

German and Japanese firms won most of this business, he noted, but in one case Yugoslavia won a competition to provide a steam generating plant for the U.S. Naval Base in Norfolk, Va.

Henry testified June 3 before the House Subcommittee on Science, Research and Technology as one of a dozen witnesses on U.S. construction. NIBS is a congressionally-authorized non-profit organization with the missions of improving the building regulatory environment and accelerating the introduction of safe, innovative technology into the American building process.

In many ways, American builders remain world leaders in terms of ingenuity and technology, in their ability to work within their changeable markets without massive subsidies and in the quality of their products, Henry said.

The American building community faces severe weaknesses also, he said, and NIBS has established a task force to identify the weaknesses and their causes and to suggest remedies.

One reason for U.S. competitive weakness in the construction industries, Henry told the subcommittee, is "the low priority assigned to research and development."

Sweden, Denmark, Britain, Japan and even New Zealand spend substantially greater proportions of their construction resources on research and development than does the United States (12%), he noted. Of the developed countries studied, only Australia spends less, he said.

Another weakness is excessively strict product liability laws and the readiness to sue that goes with them, Henry said. He said that some American firms have begun sending functions out of the country and withholding some products from the market. He said, "This trend will continue until action is taken to reduce the 'deep pockets' syndrome."

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Photo by Floyd R. Baxter © National Geographic Society

Jolting through a cloud of dust, a jackhammer's shattering staccato bangs at the ears and nerves of passers-by on a street in Washington, D.C. Sound levels in urban areas have been doubling every 10 years, exposing millions of people to increasingly damaging noises. Hearing-impairment claims show a sharp upswing across the United States. Hypertension and physiological disorders are often laid to excessive and painful noise.

Earsplitting Noises Harm More Than Ears

By **DONALD J. FREDERICK**
National Geographic News Service

Silence may be golden, but mounting levels of noise pollution are making it harder and harder to find this golden treasure.

Some statistics show that environmental noise in urban areas has been doubling every 10 years. Nor are things much better in the country, where the decibel level of many farm machines has been rising higher than corn.

About 9 million Americans are exposed to hazardous sound levels on the job, according to a report prepared for the Environmental Protection Agency. Millions more encounter damaging noises while walking city streets, fighting rush hours or enduring noises from low-flying aircraft.

BILLIONS IN CLAIMS

The consequences have been costly. State and federal employees collected an estimated \$2.5 billion in hearing-impairment claims in the past 10 years. Statistics for the private sector are not available.

In westernized countries, men lose their hearing more than women do, but the reason may not be biological. It could result from exposure to more noise in the workplace.

"At one time, people speculated that loss of hearing was just part of the aging

process," says Dr. Roger Hamernik, director of the Auditory Research Laboratory at the State University of New York College at Plattsburgh. "But now we're finding that many factory workers and others who have labored in noisy environments for a number of years end up with severe hearing problems."

In Hamernik's opinion, the ear developed as an organ necessary for survival, since survival sometimes depended upon the ability to detect such noises as the stealthy approach of a predator.

"But," observes Hamernik, "while the ear has evolved into an exquisitely sensitive instrument, it was not designed for the types of contemporary noise environments to which it is being exposed."

Noise also has been linked to brain disorders. "Our studies indicate that intense noise exposure for lengthy periods of time can alter cells in the brain stem, causing distortions in the way people hear things," says Dr. Richard J. Salvi of the Callier Center for Communication Disorders at the University of Texas.

Barely audible sounds or conversations suddenly become uncomfortably loud for people afflicted with the disorder.

INFANTS VULNERABLE

Newborns seem particularly susceptible to inner-ear damage from loud noises, and may suffer loss of brain cells as a result, according to research by Dr. Edwin W. Rubel, professor of otolaryngology at the University of Washington School of Medicine.

"We haven't figured out why newborns are so vulnerable, but we think the noise risk is heightened for at least the first few months of a baby's life," says Rubel.

He advises parents to avoid exposing their newborns to continuous loud low-frequency sounds such as those emitted by unshielded jet engines or chain saws. "Certainly anything extremely annoying or painful to an adult wouldn't be advisable for a newborn child," Rubel says.

Researchers in Sweden have cautioned that noisy toys also may harm hearing. A University of Goteborg study found that squeaky rubber squeeze toys held close to the ear emitted noises in the 108-decibel level, equivalent to the sound made by a chain saw. Some toy guns and firecrackers were much worse.

For most normal children, hearing is most acute at about age 10, and it takes about 30 to 40 years before any noticeable change occurs. Higher-pitched sounds fade first. But many people in their 70s and beyond retain the ability to hear conversation at a normal pitch.

Scientists are finding that youthful listening habits have some bearing on how well people will hear when they get old. Dr. David Lipscomb, director of noise research at the University of Tennessee, found that many young rock-music lovers preferred a noise level—just short of pain—that injures the ears of guinea pigs. In tests of college freshmen, he discovered that six out of 10 suffered hearing losses, and concluded that loud music was a factor.

EARPHONE LEVELS

The current stereo earphone fad seems just as bad. "The noise levels going into some ears are outrageous," says Dr. John Mills, a noise-and-hearing expert at the Medical University of South Carolina. "Most of these young people won't notice a hearing loss, but as they get older their earphone days may come back to haunt them."

Noise has been implicated in other disorders besides hearing loss. It has been linked as a contributor to coronary diseases, hypertension, physiological disorders, and emotional stress.

As Dr. Hamernik puts it, "Noise doesn't cause anxiety, but it does amplify it."

A French report blames noise for 70% of the neuroses reported in the Paris area.

Kansas City Carpenters Note Wal-Mart Move from Small-town Targets

Major Retailer Still Opposes Unions

"Wal-Mart strongly believes its associates do not need to be represented by a labor union, nor does the company need unions to tell us how to run our business or handle our own personnel relations."

The leading paragraph under "Union Policy" in the Wal-Mart Associates' handbook explains the attitude of the company toward unions and the reason the Kansas City, Mo., Carpenters District Council continues to handbill and protest non-union contractors and workers at area Wal-Mart locations.

A company which has focused its market primarily on a small-town target, Wal-Mart has been moving closer and closer to Kansas City, most recently building or remodeling existing structures in the Missouri towns of Raytown, Harrisonville, Independence, Gladstone and Excelsior Springs.

Virgil Heckathorn, executive secretary of the Kansas City District Council, said, "As far as I'm concerned, he (Sam Walton, founder and owner of the Wal-Mart chain) broke the barrier with the stores in Raytown and Independence . . . just a stone's throw away from the Kansas City city limits."

Wal-Mart is "running the small town shops out of business," said Harold Wilson, a district council business representative who has had to deal with several of the Wal-Mart stores. He explained the smaller stores can not buy wholesale for the prices that Wal-Mart can sell retail through its massive purchasing power. So, they fold, one by one, while shoppers are redirected to the outlying areas the stores often choose for locations, turning downtown areas into ghost towns.

Walton wields a two-faced image, with his "Buy American" campaign seducing customers with visions of patriotism. The other, anti-union face smirks at unions and union workers and continues to offer no-benefit, low-paying, part-time or "temporary" jobs.

Wilson said that out of every 50-60 employees, Wal-Mart hires only 10 on a full-time basis, leaving the others without benefits or unemployment insurance."

"Wal-Mart's bad news in my opinion," said Larry Burton, also a business

representative for the Kansas City District Council. He said he has "heard it through the grapevine that they won't hire union contractors because of what we've done," referring to extensive handbilling conducted at area Wal-Mart stores.

Wilson and Burton said they have targeted working people in their recent handbilling campaigns, handing out informational literature in front of the stores from 3 and 9 p.m. Working under the premise that if Wal-Mart does not want to employ Building Trades workers, then they must not want the business of Building Trades workers. Wilson said they are handbilling at times when working people are most likely to shop.

Heckathorn, Wilson and Burton agreed that all of Kansas City labor needs to unite to fight this anti-union company. "Basically, the carpenters are like a little honeybee," Wilson said. "If all the Building Trades don't join in with union brothers and sisters, we won't get anywhere."

Leafletting efforts at Wal-Mart stores in Arkansas, Illinois, Tennessee, Missouri and Texas have paid off for UBC members. Notify your respective General Executive Board Member of any local Wal-Mart construction activity.

Amnesty Aid

Continued from Page 15

is to provide counseling services to applicants. Our long-term objective, however, is the creation of a relationship and trust with our clients," stated Richard Arispe, UBC representative.

Dean Sooter, UBC General Executive Board Member from the 6th District, had made Texas the priority state to assist undocumented workers in obtaining temporary legal residence.

According to Sooter, "Our Brotherhood has served the needs of working people and will continue to do so through the Legalization Program of IRCA. We believe that our involvement in the program will establish a bridge of brotherhood and insure that the rights of workers will be upheld and maintained."

DAD's Special Day Gets Diabetes Funds

Thousands of "hard hat" workers from AFL-CIO building and construction unions spent part of Father's Day Weekend at street corners and shopping centers across the nation June 20 to raise funds for diabetes research.

The "Dollars Against Diabetes" campaign was conducted by the 15 unions affiliated with the Building and Construction Trades Department of the AFL-CIO as part of its commitment to raise money to help find a cure for diabetes.

Coordinators were hopeful Americans would reach into their wallets and purses when they saw construction workers and other volunteers with DAD signs and buckets approach their cars at intersections and shopping centers.

In addition, DAD fund raisers intended to seek contributions at several major league baseball games over that weekend.

The DAD effort is part of an ongoing "Blueprint for Cure" campaign by the building and construction unions aimed at bringing together in a new state-of-the-art facility at the Diabetes Research Institute in Miami teams of doctors and scientists from throughout the world to find a cure for diabetes.

Over \$1.5 million has been raised already for the project by the Blueprint for Cure campaign, but millions more are needed to make the program a success.

Among the recent contributors to Blueprint for Cure are the following:

Local 11, Cleveland, Ohio
Local 135, New York, N.Y.
Local 248, Toledo, Ohio
Local 1889, Downers Grove, Ill.

First District Raffle
George Knight

Local 61, Kansas City, Mo.
Local 66, Olean, N.Y.
Local 857, Tucson, Ariz.
Local 1026, Miami, Fla.
Local 1121, Boston, Mass.
Local 1338, Charlottetown, P.E.I.

In memory of Jo Ellen M. Stanik from Local 44, Champaign, Ill.
Knights of Columbus #4608 Hillsboro, Ill.
Lather A. Sizemore Foundation, Inc.
Jim and Neva Mack

Contributions should be sent to Blueprint for Cure, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

LOCAL UNION NEWS

'Twin Plant' Demonstration at Border



Members of Cabinet-Fixture-Millwork Local 2218, El Paso, Tex., and other West Texas and New Mexico local unions participated in a recent demonstration at the Mexican border against the unfair practice of U.S. corporations setting up "twin plants" at starvation wage scales in Juarez and other Mexican border cities.

A much-touted "maquiladora" program that was supposed to set up "twin plants" on either side of the U.S.-Mexican border to provide an equal number of jobs for workers in both countries is a failure, according to Victor Munoz, the bearded man facing the television camera. Munoz is president of the El Paso central labor body. He pointed out that the "maquiladora" program has created 85,000 jobs in Juarez but only 5,000 jobs on the American side of the border.



DiDonato Honored

Recently Local 1050, Philadelphia, Pa., honored Carmen DiDonato for his outstanding service and dedication to our union and its members. Shown above are John Anello, international representative; Carmen DiDonato; Joe "Murph" Ippolito, business agent; and Joe DeBellis, president of Local 1050. DiDonato visited the General Office in Washington several months ago.

Two New Local Unions Chartered in Kentucky

Two new UBC locals recently had charters installed. Local 2185, Owensboro, Ky., is an industrial local affiliated with the Indiana Industrial Council, and Local 2501, a mill-cabinet local in Louisville, Ky., is affiliated with the Kentucky State Carpenters District Council.

Pictured, at right, the charter and members of Local 2185, front row, from left, are Steve Breden, Marcus Smith, Rex Payton and Joe McBride. Back row, from left, are Dave Wilson; James Oakley; Harry Tidd; Charlie Bell, Indiana Industrial Council; and Kenneth Duval.

Pictured, below, the charter and members of Local 2501, from left, are Nolan Petty, Dave Humphreys, Paul Hammond, Bob Whitaker, Earl Brumley, Steve Mason, Dan Forbis, John Marion and Nick Edwards.



Local Holds Party For 99-Year-Old

A birthday celebration was held recently for James Shipman, retired member of Local 269, Danville, Ill. Shipman, now 99, retired from Elliott Millwork Co. at age 84. Members of Local 269 helped Shipman celebrate his 99th birthday and honored him as the oldest member of the Local.

'Bohemian Local' Marks 100th Year

On January 24, 1987 Local 54 celebrated its centennial anniversary with a dinner-dance for its members and guests. Although it was not the first carpenters local to be chartered in Chicago, it is the first in Chicago to celebrate its 100th year.

Local 54 was chartered January 22, 1887 by carpenters who emigrated from Czechoslovakia and is still known as the "Bohemian Local" with many of its members being of Czech descent. The original charter was signed by Peter J. McGuire, General Secretary and a founder of the Brotherhood. Nearly a thousand people joined together to help Local 54 celebrate its centennial.



Local 54 proudly displayed its hand-embroidered flag, approximately 50 years old. The upper portion is printed in Czech while the lower portion is in English.



Pictured above are Robert Lid, president of Local 54 and district council business representative; Wesley Isaacson, secretary treasurer of the Chicago and Northeast Illinois district council; George Vest Jr., president of the district council; Thomas J. Hanahan, Third District General Executive Board Member; Ken Mocariski, financial secretary of Local 54; Eugene Dzialo and Martin Umlauf, both business representatives of Local 54.

These Members Got on Board



More members of Local 3090, Murfreesboro, N.C., have received UBC "Get-on-Board" jackets for their work in signing on new members. Seated from left are Patricia Martin, Naomi Britts, Erdie Boone and Celestine Mutts. Second row, Vernon Lewter, Annie Flood, Bobby Newsome and Andrew Maddrey. Third row from left, Christine Edwards, Sherman Vaughan, Lee Demary, W.O. Boone, Alphonza Edwards and James Edwards. Not in the picture: William Pope, Eddie Tunner and Deloris Stephenson.

Shrine Project



A shrine was erected by Member Ernest LaRosa, Local 101, Baltimore, Md., in memory of his wife Sallie. The shrine, constructed of reinforced concrete, stands 9 feet tall and weighs 3.5 tons. It is made of white marble chips and white sand. LaRosa designed and constructed the shrine at his home in Edgewood, Md., and had it transported to the cemetery. The shrine took LaRosa 14 months to construct.

Attend Local meetings



Union Shopper's Showcase



AFL-CIO President Lane Kirkland checks his "Union Label Shopper," a six-page mail-order catalog featuring union-made products. The flyer includes bargains on housewares, linens, clothing, and other goods. Left, Marc Schechtman, head of the mail-order company, and Union Label and Service Trades Secretary-Treasurer John Mara answer questions from reporters about the new all-union service.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

KODIAK COALITION

A group of concerned citizens in Kodiak, Alaska, has banded together to form a coalition to strengthen the community's economy. Called the 4-Kodiak Coalition, the group consists of local merchants, business people, industry representatives and labor representatives. Representing labor is UBC Local 2162, with Business Representative W. Bruce Finke on the steering committee.

The coalition's goals are to increase community awareness of the benefits of buying locally, to give local business the first chance in any sales transactions, to reinforce the image of the business sector as a responsive segment of the community and to establish local purchases as the policy for local government and nonprofit organizations.

The coalition has been spreading its message through the area by way of advertising, letters, window decals in participating store windows and word of mouth.



Earl Smith, left, was presented the George Meany Award by Scott D. Fisher, secretary-treasurer of the Michigan State Carpenters Council at a recent Boy Scouts of America Recognition Dinner.

ON NATIONAL LIST



Norina K. Stahl, daughter of Charles A. Stahl, retired business representative of the Western Pennsylvania District Council and financial secretary of Local 165, Pittsburgh, Pa., was recently selected to receive honorary award recognition by having her biography published in the National Dean's List.

Students are nominated by their college dean for inclusion in this listing. Only one-half of one percent of the country's college students are chosen for this award.

SCOUTING AWARD

The George Meany Award was recently awarded to Earl Smith, a retired member of Local 1449, Lansing, Mich. The award was made at a ceremony conducted at the Southwest Michigan Boy Scouts of America Council Recognition Dinner held at Western Michigan University Student Center in Kalamazoo, Mich. It was presented by Scott D. Fisher, secretary-treasurer of the Michigan State Carpenters Council, in recognition of Smith's 28 years of volunteer leadership in Scouting.

ART EXHIBITED

Linda Wysong, UBC member, recently displayed her art entitled "Structures" at the Oregon Museum of Science and Industry in Portland, Ore. "Structures" is made of metal studs to show what is underneath modern office buildings.

"My work examines the beauty of construction materials and points out the human factor with the use of caryatids (sculptured columns in the form of a woman, as in ancient Greece) in the piece. They are a metaphor for the people who put up the buildings. Technology only works when people are there," Wysong said.

Wysong holds a master's degree in art history from the University of Maryland and works as a carpenter by day. She has integrated her skills as a master carpenter with those of her artistic background to create her pieces. The installation of her piece in the OMSI was made possible in part by UBC members who volunteered their time.

STUDIES IN CHINA

Sarah Haga of Local 22, San Francisco, Calif., has been accepted for a summer program in Peking, China. The purpose of the program is to study planning and architecture which will give a more global perspective. Haga is currently on leave while she works toward a master's degree in architecture from the Massachusetts Institute of Technology.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.



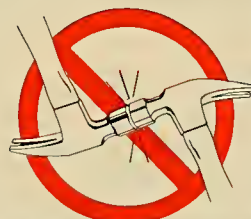
To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.



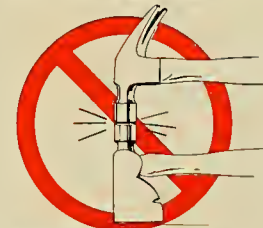
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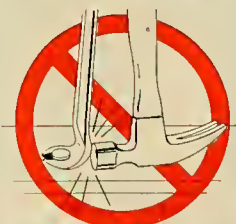
We're concerned about your safety.



DON'T strike one hammer with another!



DON'T strike a hatchet with a hammer!



DON'T strike a nail puller with a carpenter's hammer!

APPRENTICESHIP & TRAINING

James Tinkcom, Technical Director, Retires July 1

James Tinkcom, who has served as technical director of the UBC's apprenticeship and training department since 1971, announced his retirement last month, effective July 1.

A longtime member of Carpenters Local 510, Bethoud, Colo., Tinkcom has guided and expanded the activities of the Brotherhood's training program since 1969, when he was called to the General Office to help train 1,100 instructors of the U.S. in a series of one-week seminars. He had previously taught in the Colorado apprenticeship training program and in public schools of that state. In 1971 he succeeded to the post of UBC technical director with the retirement of Leo Gable.

Under Tinkcom's directorship the UBC initiated its Performance Evaluated Training System, familiarly known as PETS. He instituted practical adjustments for the apprentice intake program and has served as an advisor to the Brotherhood's Job Corps training activity. Tinkcom praised the unflinching support of the department staff, as new programs were initiated over the past 16 years.



James Tinkcom, as he summarized training activities at the recent conference in California.

Winning Apprentices, Western Canada



Eight four-year apprentices recently competed in the 1986 Canadian Carpenters Apprenticeship Contest. Pictured are Dan Cote, Victoria, B.C., third place winner; Cameron Jeffrey, Toronto, Ont.; Mike Kazina, Winnipeg, Man.; Jack Kramer, Lethbridge, Alta.; Robert Kristensen, Edmonton, Alta., second place winner; Aime Legros, Thunder Bay, Ont.; Ken Nakagawa, Port Alberni, B.C., first place winner; and Hubert Wu, Saskatoon, Sask.

Graduating Apprentices at Red Bank



The graduating apprentices of Red Bank, N.J., Local 2250 are pictured above with Local President Philip Parratt, left, and Business Representative James A. Kirk Jr., far right. From left, the apprentices are Ronald Walker, Peter Grover, Eric Mauer, James Kaminski and Robert C. Ellwood. Other graduates, not shown, were William Applegate and Jonathan O'Connor.

Conference on 50th Anniversary of Apprenticeship

In conjunction with the Eastern Seaboard Apprenticeship Conference to be held next month, August 17-23, in Washington, D.C., the AFL-CIO, Building Trades Department, is scheduling a special conference for persons interested in apprenticeship. There will be a week of activities of speakers, luncheons and dinners.

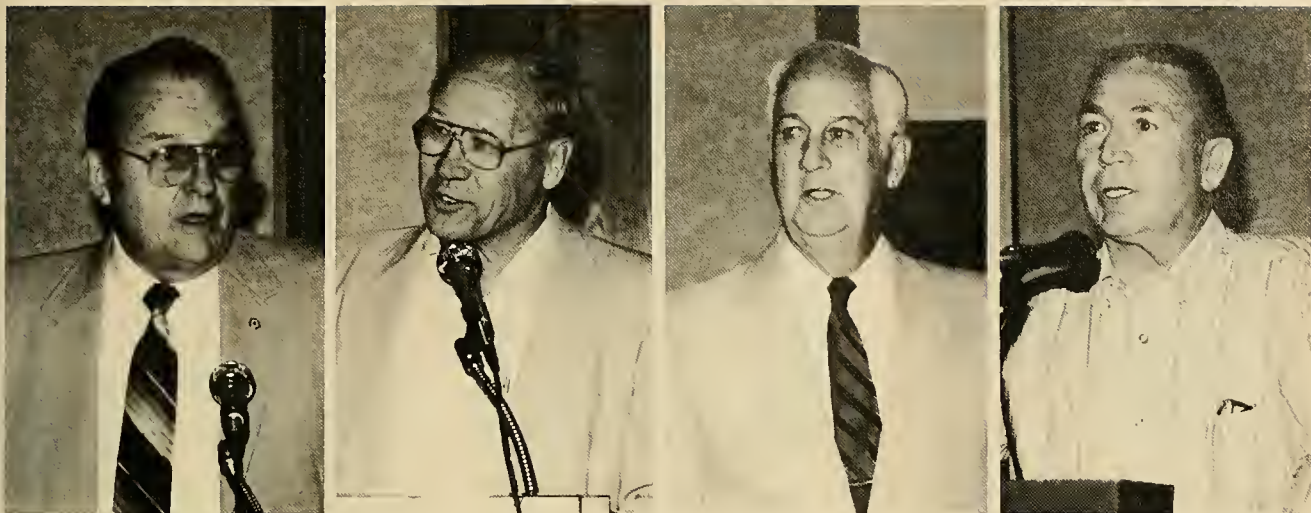
As presently scheduled, there will be two afternoons for persons from each of the craft unions to meet with their own craft union representatives.

Hotel room space has been arranged. The registration fee for the conference is \$150.

The registration and information for the conference is not yet prepared by those implementing the conference. Upon receipt of that information, we will inform affiliate members from the Eastern Seaboard Apprenticeship Conference and other interested persons on the conference.



The top apprentice in each year of training was honored by Local 2250. Pictured from left are Kenneth Rusin, top first-year apprentice; Joseph Arneith, top second-year apprentice; Paul Gutleber, top third-year apprentice; and Robert C. Ellwood, top fourth-year apprentice.



First General Vice President Sigurd Lucassen, left above, urged affiliates to maintain, and where necessary, expand their training programs to meet the growing threat of non-union construction. Sam Heil, secretary of the Ventura, Calif., District Council, second from left, welcomed the delegates to Oxnard. Arthur Ledford of the Associated General Contractors, third from left, discussed management training objectives. J.D. Butler, fourth from left, is secretary of the Ventura JATC.

Speakers Discuss Current Training Problems at Conference

Almost 300 apprenticeship training directors, coordinators, instructors and members of joint labor-management committees heard from speakers and panelists on current issues facing craft training when they assembled at Oxnard, Calif., May 4-7, for the 1987 Carpenter Training Conference.

Among the topics: scholarship loans, pre-apprenticeship registries, pre-employment safety, daytime training, activities of coordinators, asbestos removal, and drug and alcohol abuse awareness. *Carpenter Magazine* expects to discuss each of these topics in upcoming issues.

Conference speakers discussed ways of simplifying the apprenticeship intake process by more fully preparing Job Corps graduates and orienting pre-apprenticeship trainees toward the full apprenticeship program. Conference participants saw new audio-visual materials at the conference.

Membership Changes in National Joint Committee at Oxnard



The National Joint Carpentry Apprenticeship and Training Committee had new members and retirees at its recent Oxnard, Calif., sessions. Present, from left, were Marlin Grant of Minneapolis, Minn. (management); Glenn Zimmerman of Phoenix, Ariz. (management); Peter E. Johnson of Anaheim, Calif. (management); James Tinkcom, the UBC's technical director (labor, retiring); Doug McCarron of Los Angeles, Calif. (labor); Louis Basich of Steubenville, Ohio (labor); First General Vice President, UBC, Sigurd Lucassen, co-chairman of the committee; George E. Vest, Jr. of Chicago (labor); Lewis Kimball of Towson, Md. (management); Ollie Langhorst of St. Louis, Mo. (labor, retiring); Len Terbrock of St. Louis (labor), succeeding Langhorst on the committee; William Healy of New Castle, Del. (management); Arthur Ledford of Chattanooga, Tenn. (management), co-chairman of the committee; and William Halbert of Baltimore, Md. (labor).

Hans Wachsmuth of Belmont, Calif. (management), a longtime committee member has retired. New committee members for management are Carmen Paterniti of Far Hills, N.J., representing the American Wall and Ceiling Institute; Paul DuClos of Anchorage, Alaska, representing the Associated General Contractors; and Don Chambers of Mansfield, Ohio, also of the Wall and Ceiling Institute.

Labor News Roundup

Union members appointed to head state labor department

Communications Workers members have been named to head state labor departments in Illinois and Tennessee. Gwen Martin, a 20-year CWA member, was appointed Illinois' first woman director of labor. A former treasurer of CWA Local 4309, Martin served as a CWA representative based in the union's Chicago office and a vice president of the Illinois AFL-CIO. A 31-year CWA veteran, James White is Tennessee's new commissioner of labor. White was a former president of CWA Local 3806 in Memphis.

How many lives for locked-in plant cat?

A pet cat may have been the first casualty in Simplex Wire and Cable Co.'s lockout of 300 members of Electrical Workers Local 2208. The mascot used to live in the plant's boiler room. But Charles Kelso, a union-busting attorney from Atlanta who represented Simplex in negotiations, told IBEW bargainers that the cat "has been terminated."

"This is war," Kelso replied. "There will be casualties."

Ban on parking lot signs ruled unfair labor practice

United Technologies Corp.'s enforcement of a company rule prohibiting the display of large signs in its parking lot violated the Taft-Hartley Act when an employee was forced to remove a local union campaign poster. Overturning an NLRB finding, Second Circuit Court Judge Altimari says the company failed to establish that "its management interests would be prejudiced in any way" by the display of signs in the parking lot and finds "no legitimate competing managerial interest" to the protected rights of employees that would justify the ban.

In December 1983 an employee at the company's Southington, Conn., facility was disciplined for driving into the parking lot in a van with a large sign politically endorsing a local union candidate. The Machinists argued that the company rule—banning cars "with any type of large sign or banner, political or otherwise"—constituted an unfair labor practice, but the Board dismissed the complaint, finding that the rule amounted to "a very limited restriction on the display of signs."

Cooper Union marks centennial of famous Great Hall

A year-long exhibition celebrating the role of Cooper Union's 128 year-old Great Hall in New York City as a popular stage for political movements, civil rights, feminism, social reform, educational lectures and creative arts opened June 15.

"This important exhibition reflects the enduring role of Cooper Union in the intellectual, political, cultural and social history of New York and the nation. Through this unique collection, New Yorkers for the first time can see depicted the forces that shaped the city and the people we are today," Bill N. Lacy, president of Cooper Union, said.

The exhibit, which centers on seven themes, is free and open to the public. It can be seen in the Great Hall foyer at the Cooper Union for the Advancement for Science and Art, 7 E. 7th Street, New York, N.Y. Summer viewing hours are Monday through Thursday from 10 a.m. to 5 p.m. For more information call (212) 254-7474.

AFL-CIO calls for legal restrictions on right to fire

In a major policy statement, the AFL-CIO Executive Council called for national and state legislation to protect workers from unjust discharges. The United States is the only industrialized nation which still gives employers the "feudal power" to dismiss employees at any time for "any reason or no reason at all." This puts 60 million non-union workers at risk and, of these, 150,000 workers are unfairly fired each year.

While some state courts have placed limits on the "employment at will" rule, these developments are of very limited scope. The exceptions apply only to terminations that violate public policy or that breach a contract. There are also serious practical problems that prevent employees from taking advantage of these rulings; not many workers can afford to hire lawyers to pursue these claims.

Currently only employees with a union contract are protected from being fired without cause. The AFL-CIO statement calls for laws "to assure every working American the basic labor standards that are the hallmark of a decent society."

To be effective, legislation must contain the following elements:

- A prohibition on discharges without cause.
- Financing of a mechanism for enforcing this right.
- Prompt review of discharge decisions by an independent tribunal.
- Mandatory reinstatement of employees who are wrongfully discharged.
- Full compensation for losses.

Legislation to cool takeover frenzy urged

Leaders of the AFL-CIO and four major unions urged Congress to enact a list of legislative remedies to protect companies, workers and communities from victimization by Wall Street raiders and other profiteers.

The labor leaders told a Senate panel that legislation was urgently needed to prevent further job loss, pressure for wage and other concessions, economic loss to communities, growing corporate debt and other harmful effects of "merger mania."

In testimony before the Senate Banking, Housing and Urban Affairs Committee, AFL-CIO Secretary-Treasurer Thomas Donahue said the rising tide of "hostile takeovers" and the resulting corporate "restructuring" are injuring workers and communities in three basic ways. First, at least 80,000 jobs of members of AFL-CIO-affiliated unions have been lost due to the need of the raider, or that of the target company which was able to fend off a raid, to sell off assets in order to pay off some of the heavy debt created by the takeover process. This job loss has an economic ripple effect on communities.

Second, these debt-driven corporate restructurings often "lead to a reduction of wages and fringe benefits, and even to raids on pension funds." Third, takeovers bring new employers who may "destroy seniority and other expectations that employees build up in their jobs over a period of years."

New labor rights coalition seeks world labor standards

Former Secretary of Labor Ray Marshall has announced formation of a Labor Rights Coalition to promote international labor rights standards.

The new group includes leaders of labor, religious, civil and human rights organizations.

The success of the Coalition would help neutralize the huge advantage of many foreign manufacturers in producing low-priced exports based on low wages, long hours, a lack of safety and health standards, child labor and no unions.

At the outset, the Coalition will promote passage of a workers' rights clause in the trade bill now moving through Congress. The workers' rights provision is the trade bill reported to the House floor by the Ways and Means Committee.

The coalition will cooperate with existing organizations monitoring human rights violations around the world to ensure that U.S. officials implement existing U.S. trade and investment laws setting minimum labor rights with trading partners.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Lifetime Member



Brother Louis Rodriguez, Local 3141, San Francisco, Calif., was honored recently at a celebration of his fifty-one years of membership in the Brotherhood. Rodriguez was presented with a gift from fellow members along with his lifetime membership card. He is the first member of Local 3141 to receive the lifetime membership card. Pictured above are Ivan Bermudez, president, Louis Rodriguez and Mario Rosario, recording secretary-business representative.

Brown Joins Retirees

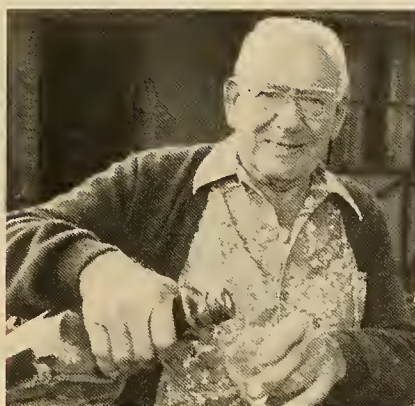
A retirement and testimonial dinner was recently held in Atlanta by the Georgia State Council of Carpenters to honor General Representative James G. Brown. Brother Brown has been a member since 1950 and has been a leading force in the labor movement. He has been responsible for a number of UBC jobs.

Patrick J. Campbell, General President, was the keynote speaker, and Herb Mabry, president of the Georgia State AFL-CIO and president of Local 225, Atlanta, Ga., served as toastmaster. Brown was joined by his family, pastor, and friends within the labor movement, who wished him a happy retirement.



Pictured above are Waylon Morton, president, Georgia State Council; Estell and James Brown; Patrick Campbell, General President; William Nipper, general representative; Bud Cross, Georgia State Council secretary-treasurer.

Retirement Life



Mario Ponte, Local 22, San Francisco, Calif., age 83, is enjoying life after 22 years of retirement. He has been a member of UBC for 65 years.

Attempts to Pit Young Against Old

The National Council of Senior Citizens has begun an effort to combat a spate of recent newspaper and magazine articles that have urged cuts in federal assistance for senior programs, claiming that older Americans are now no longer in need.

The articles attempt to create a portrait of the elderly as "affluent," suggesting that they are no longer as needy as other population groups and, therefore, receive a disproportionately high amount of federal assistance.

In a letter to the editor, NCSC wrote: "Senior assistance programs relieve middle-aged family members of some of the financial pressures involved in providing for an aged parent, allowing more resources to focus on young children. They provide valuable survivors' and disability protection to younger families. And, by encouraging older workers to retire in exchange for compensation, Social Security opens up employment opportunities for younger workers."

The position of the NCSC on this issue has the strong support of the AFL-CIO and leaders of its affiliated unions, whose retirees make up a large part of NCSC's membership.

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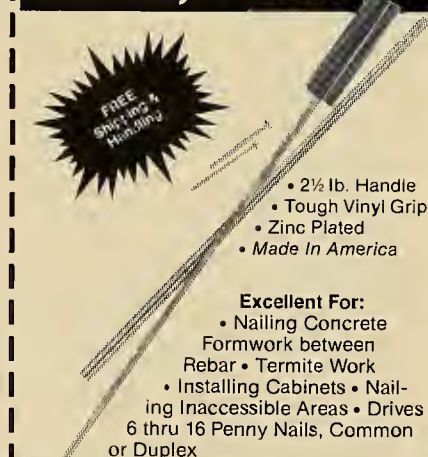


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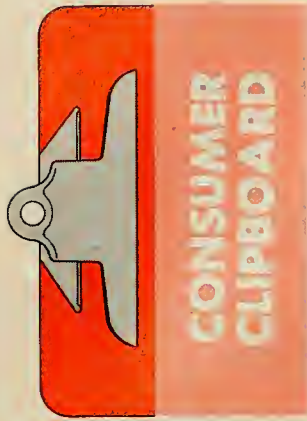
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Is Your Baby Sitter Prepared?

Here's a checklist for concerned parents

By SUSAN BEAUCHAMP

Research Director, American Physical Fitness Research Institute

You're out to dinner and your children are with a baby sitter and suddenly one of them gets hurt or very sick. What would your baby sitter do?

The answer will depend a good deal on how well you briefed your sitter on essential information before you left home. The National Safety Council suggests a few precautions to take when you leave your kids in someone else's care.

- Watch who you trust to watch your kids. Know your sitter personally, and that he or she is reliable and alert.
- Give your youngsters and the sitter a little get-acquainted time before you walk out the door.
- Take your sitter on a tour of your home. Point out first aid supplies, phones, and escape routes. Alert the sitter to any particular hazards that attract your child.
- Keep emergency names and numbers on or by all the phones in your house. If your area doesn't use 911 as the all purpose emergency number, be sure to leave local police and fire department numbers. Other numbers to be sure to include are those of your doctor, the number(s) where you can be reached while you are gone, and the name and number of at least one responsible friend, neighbor or relative.
- If a child has some special health problem, make sure your sitter knows and has all necessary information.
- Leave a schedule of when the youngsters should be fed and tucked in bed.
- Even if your sitter doesn't mind, refrain from giving extra duties which may take his or her mind off minding the children while they are awake or need attention.
- Caution against admitting strangers or the sitter's friends.
- Lock all doors before you leave. Make sure the sitter locks up behind you when you walk out.
- If you get delayed, call home and tell the sitter.
- Protect your sitter's safety too. Drive or walk the person home, particularly at night.

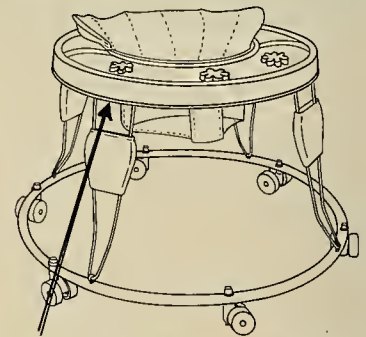
Provided as a public service by the American Physical Fitness Research Institute, 654 N. Sepulveda Blvd., Suite 5, Los Angeles, CA 90049

103,000 Infant Walkers Recalled by McCrory

In cooperation with the U.S. Consumer Product Safety Commission, McCrory Stores has announced a voluntary recall of Baby Walker, Reference Number PHT417, made expressly for York Distribution Company, due to seat and strap designs which could result in injury to a child. Approximately 103,000 walkers have been imported nationwide since 1983.

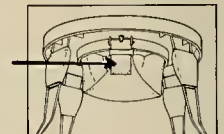
McCrory is recalling these walkers as a result of 30 incidents of crotch strap slippage or disengagement and tearing or stretching of the seat material, which could allow an infant to fall through the seat to the floor and become caught or entangled. One incident of crotch strap slippage is known to have resulted in a broken collar bone. The walkers involved are round with a silver metal frame and yellow tray with three play dials, with multi-colored animal print vinyl padded seat and six yellow plastic wheels. The affected walkers contain a silver sticker under the tray listing Reference Number PHT417 and York Distribution Co. (see drawing).

McCrory will provide a full refund to all owners of the Model PHT417. The walkers were sold for approximately \$15 at the following McCrory Company stores: McCrory, T.G. & Y, J.J. Newberry, McLellan, H.L. Green, Kress, Silver, Elmore, Britts, and Kittinger, as well as other retail stores nationwide. Owners of affected walkers should return them to the place of purchase.



To check the reference number on your baby walker, read the label under the walker's tray, as indicated by the arrow. If it is Ref. No. PHT417, it is recalled.

The seat strap, indicated by the arrow, can slip, which could allow an infant to fall through to the floor or become entangled.



Consumers wanting more information should contact their local stores. Further information can also be obtained by calling the CPSC toll-free hotline number at 1-800-638-CPSC. A teletypewriter number for the hearing impaired is 1-800-638-8270.

Scientists Urge Stronger Saturated Fat Labels

A group of scientists, coordinated by the Center for Science in the Public Interest, has urged the Food and Drug Administration to strengthen labeling of saturated fats in foods.

The scientists said that consumers may be selecting products whose labels say all-vegetable oils without realizing that coconut and palm oils are high in saturated fat, which is a major factor in high cholesterol levels and heart disease.

The group urged FDA to require a phrase such as "saturated fat" after the name of

the coconut and palm oils in ingredient lists and a declaration of saturated fat after phrases such as "all vegetable shortening."

Signing the letter to the FDA were Dr. Helen Brown, Cleveland Clinic; Dr. W. Virgil Brown, Mt. Sinai School of Medicine; Joyce Lashof, University of California School of Public Health, Berkeley; and Dr. Michael Latham, Cornell University.

CSP1, a non-profit consumer group, filed a petition with the FDA in 1986 urging new saturated fat labeling rules. FDA has yet to respond to that petition, CSP1 said.

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Introducing
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100 years.

For every professional and do-it-yourselfer.
So versatile, it belongs in every craftsman's toolbox.
So rugged, your great-grandchild will be using it.

**Replaces
all these tools.**

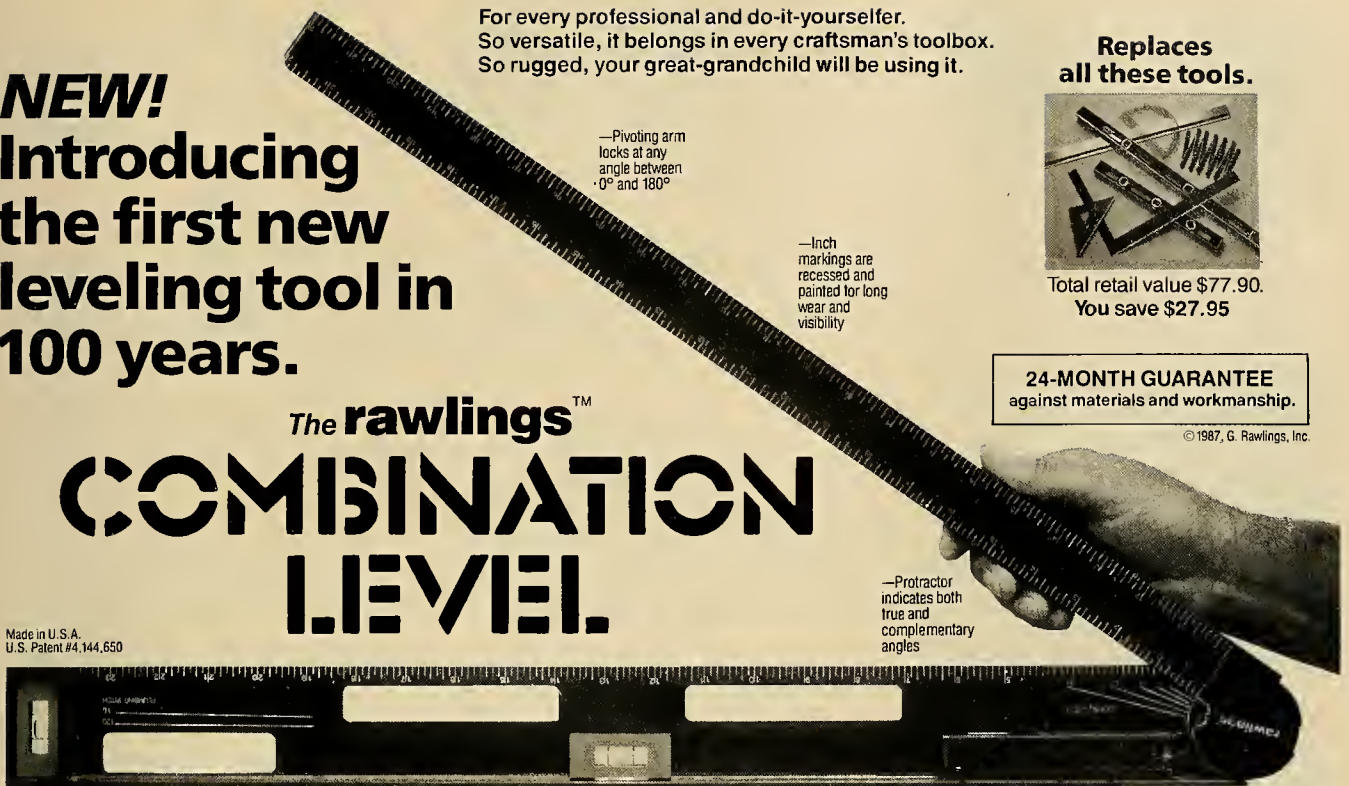


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—Pivoting arm
locks at any
angle between
0° and 180°

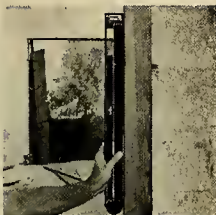
—Inch
markings are
recessed and
painted for long
wear and
visibility

—Protractor
indicates both
true and
complementary
angles

—Fully-calibrated in inch, angle, plumbing and
roof-pitch markings (metric optional)

The rawlings™ COMBINATION LEVEL.

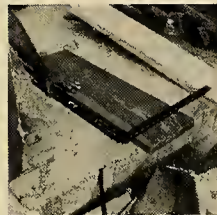
It's 5-tools-in-1



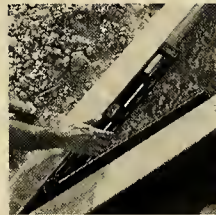
1. It's a 2ft. level



2. It's a 4ft. level



3. It's a square (and miter)



4. It's an angle-finder



5. It's a rule and straightedge

- Available in 2 sizes, 12"/2ft. & 2ft./4ft.
- Saves buying and carrying several tools
- Rugged I-beam design

There's hardly a job you can't use this revolutionary tool on.

The new rawlings™ COMBINATION LEVEL is packed with handy features that make it the friend of carpenters, bricklayers, boatbuilders, sheet-metal workers, glaziers, plumbers, siding & roofing workers, aluminum installers, wrought-iron and ironworkers, and other skilled craftsmen. To say nothing of the home handyman.

Just look at its features: a recessed locking lever that operates from either side. It frees up the pivoting arm to form a 90° square, 45° miter or any angle between 0° and 180°. At the hinge is a protractor with true and complementary angle indicators. It lets you read off any angle for any job, from roofing pitch to plumbing pipe slope; odd-shaped kitchen cabinets to angled carpet cutting.

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Inch markings are recessed and painted for easy-to-read, lifetime wear. Cut-outs on all sides allow you to read bubble levels from any angle.

If you work with metal a lot, or just occasionally, get the optional, B.F. Goodrich magnetic insert.

The ingenious new rawlings™ COMBINATION LEVEL is so versatile it belongs in every craftsman's tool box.

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Domer siding and sheeting



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Total enclosed \$ _____



SIPPING SNAKE

A fisherman who had run out of bait saw a snake nearby with a frog in its mouth. He poured some whiskey near the snake, and when the snake dropped the frog to drink it, the fisherman grabbed the frog for bait.

A few minutes later, while the angler fished from the bank, he felt a tap on his leg. It was the snake with another frog.

—Globe

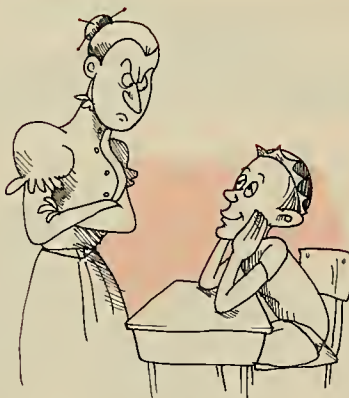
BUY UNION * SAVE JOBS

LAZY LAPPERS

America is the only country in the world where people jog three miles a day for exercise and then take an elevator to the mezzanine.

—National Enquirer

BOYCOTT L-P PRODUCTS



QUICK STUDY

The teacher asked her class to give her a sentence containing an object, and Johnny, a notoriously poor student, shot his hand into the air.

"You are very beautiful," shouted Johnny.

Teacher replied: "Yes, that's a sentence, but what is the object?"

"I'm angling for a good grade," said Johnny.

—Nancy's Nonsense

THIS MONTH'S LIMERICK

You've heard of the "hanger" named Moe

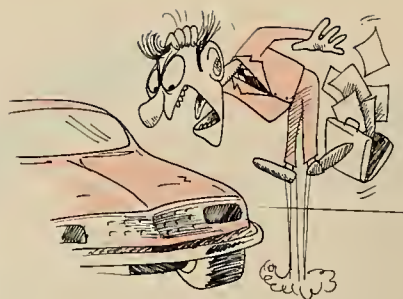
A union "rocker" who made plenty of dough.

His apprentices screamed in a snit:

"This piece just won't fit!"

"Ha," laughed Moe, "Just turn it around. It'll go."

—F. Paul Kelly
Mountain View, Calif.



TRAGEDIES

It's strange how an earthquake four thousand miles away seems less of a catastrophe than the first scratch on your new car.

USE UNION SERVICES

2 OUT OF 3 AIN'T BAD

We knew it was going to be a less-than-perfect dinner when our waitress announced that the soup du jour was "something I can't pronounce that starts with m." The minestrone was mediocre and the service slow, but we were rendered speechless when the girl served coffee to only two of us and said, "One of you drink quickly, so I can bring the third coffee. We're out of cups."

—Good Food

ATTEND LOCAL MEETINGS

TAX TWIST

"I receive fine service at Denise & Friends Hair Design. Denise's fine hairdos sure improve my 82-year-old image. The only thing that bothers me is that the IRS won't allow me to list the charge under 'overhead expense' on my tax report!!"

—Nancy Green

SUPPORT 'TURNAROUND'

WORD FROM ABOVE

A car going 70 miles an hour down the expressway was spotted by a flying patrolman. He radioed his partner on the ground and the policeman in the car stopped the speeder and began writing a ticket. "How in the world did you know I was speeding?" the man asked.

The patrolman didn't say anything, but pointed skyward.

"Do you mean to tell me that even He has turned against me, too?" the man moaned.

—Grit



GOSSIP

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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

KNOWS HIS LIMIT

In an elevator: "I don't know what makes the boss tick, but I sure know what makes him explode."

—Orben's Current Comedy

ADOPT A LUMBER COMPANY

GAMBLIN' MAN

Trainer McGonigle: "If you're so sick why didn't you see the doctor I recommended?"

Jockey McKeone: "I started to, but the sign on his door said '10 to 1,' and I won't play odds like that."

—Nancy's Nonsense

LOOK FOR THE UNION LABEL

AGAINST IT ALL

A lady was observing a man leaning against a fence in a No Trespassing Zone. The lady yelled, "Hey Mister, that there is against the law."

And the man replied, "No lady, this here is against the fence."

—London, Ont., Member

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

VAN NUYS, CALIF.

As is the custom, Local 1913 hosted a dinner to honor members and their spouses whose participation over the course of the years had made it possible for the local to prosper.

Picture No. 1 shows 25-year members, from left: Lee Mevoli, Bill Adair, Samuel Pfaff Sr. and Dalton Box.

Picture No. 2 shows 30-year members, from left: Orville Wills, John Den Ouden, Ben Huff, George Doherty and Robert Lethbridge.

Picture No. 3 shows 35-year members, front row, from left: Glen Vannoy, Paul Ash, Christopher Dunham, Rudy Lopez and George Carpenter.

Back row, from left: Frank Alvarez, Anton



Van Nuys, Calif.—Picture No. 1



Van Nuys, Calif.—Picture No. 2



Van Nuys, Calif.—Picture No. 3



Van Nuys, Calif.—Picture No. 5



Van Nuys, Calif.—Picture No. 4

Steiner, Patrick Finan and Manuel Lopez.

Picture No. 4 shows 40-year members, front row, from left: Clarence Markley, John Foote, W.C. Montgomery, Lawrence Mogge, George Meisinger and Einar Nelson.

Middle row, from left: Robert Timson, Vern Lankford, Ritsuo Takeuchi, Ted Ishikawa, Ray Gregory, William Gearhart, George Cox, Clarence Neuhaus, Paul Irwin and George Ramirez.

Back row, from left: Robert Dahlquist, Bill Adkisson, Paul Bennett, Melvin Miller, Harold Bahrke, Ralph Davis, Veno Martinez, Jack Ripley and George Carr.

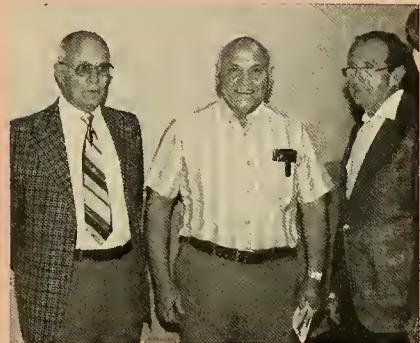
Picture No. 5 shows 45-year members, from left: Robert Monroe, Lyle Rendall, Walter Garland, Cecil Cantrell and Eugene Rowlett.



Ironton, Ohio
Picture No. 1



Ironton, Ohio
Picture No. 2



Ironton, Ohio—Picture No. 3



Ironton, Ohio—Picture No. 4



Ironton, Ohio—Picture No. 5

IRONTON, OHIO

Local 1519 recently held a pin presentation ceremony to honor members for their years of dedicated service to the UBC.

Picture No. 1 shows 45-year member Frank Webb.

Picture No. 2 shows 40-year member William Elliott.

Picture No. 3 shows 35-year members, from left: Ora McKenzie, Ivin Tubb and Guy Gibson.

Picture No. 4 shows 25-year members, from left: Thomas Piatt and Fred Simmons.

Picture No. 5 shows 20-year members, from left: Mike Caudill, Doug Dodson, Ron Kelly and Gary Piatt.

PORTSMOUTH, OHIO

Members with up to 50 years of service were recently honored by Local 437. Specially honored was 50-year member G.C. Woodrum who is 96 years old. His wife Ella will be 100 this year; they have been married 75 years and have 10 children.



Portsmouth, Ohio—Picture No. 1

Picture No. 1 shows, front row, from left: Representative Greg Martin, 50-year member George Gannon, 50-year member G. C. Woodrum and Third District Board Member Thomas Hanahan.

Back row, from left: Business Representative Norvel Davis and Tri State District Council Secretary Marvin Knapp.



Portsmouth, Ohio—Picture No. 2

Picture No. 2 shows 45-year members, front row, from left: Edward Strickland, Henry C. Tieman, William Warner and William Tipton.

Back row, from left: Davis, President Patrick Day and Knapp.

Picture No. 3 shows 40-year members, front row, from left: Richard Berry, Cecil Campbell, James Fox, William Haney Jr., Paul Justice, Charles Lipker, Estil McClurg and H. Ivan McClurg.

Back row, from left: Davis; Harold Ruark and Charles Vanderpool; Day and Knapp.

Picture No. 4 shows 35-year members, front row, from left: Chester Bowman, Harold Davis, Andrew Gagai, Clarence "Tag" Hornikel, Andrew Lutz, Charles Price, Ray Taulbee and Arville Spradlin.

Back row, from left: Davis, Day, Gary Price and Knapp.

Picture No. 5 shows 30-year members, front row, from left: Waldo Bowman, Walt Cooper, Ed Crabtree, Darl Henderson, Wayne Howard, Winfield Jenkins, M.E. Carpenter and Vernon Adams.

Second row, from left: Albert Storm, Elmer Rowe, George Price, Archie Pelfrey, Jesse Madden, Charles Liles, John Johnson and Knapp.

Back row, from left: James Thompson, Robert Taylor, Charles Williams, Day and Davis.

Picture No. 6 shows 25-year members, front row, from left: Frank Allen, Willard Harned and Eugene McCleese.

Back row, from left: Davis, Hanahan, Knapp and Day.

Picture No. 7 shows 20-year members, front row, from left: Ralph Blakeman, Albert Crawford, Willard Dockery Jr., Lotis Fraley, Leroy Easter, Chalmer Howard, Homer Jayjohn and John Kranyik.

Second row, from left: Knapp, Daniel Thomas, Billy Joe May, Vernon Liles, Charles Meyer, Chalmer Montgomery and Hager Risner.

Back row, from left: Davis and Day.



Portsmouth, Ohio—Picture No. 3



Portsmouth, Ohio—Picture No. 4



Portsmouth, Ohio—Picture No. 7



Portsmouth, Ohio—Picture No. 5



Portsmouth, Ohio—Picture No. 6



Anchorage, Alaska

ANCHORAGE, ALASKA

Local 1281 held a special called meeting to honor members with longstanding service.

Pictured front row, from left, are: Kendall Muckey, 30 years; Clarence Pilon, 40 years; Anton Shosten, 40 years; John Fejes, 35 years; Ken Berggren, 40 years; and Robert Masuda, 35 years.

Middle row from left are: Jesse Binns, 35 years; L.P. Christenson, 40 years; Stan Herman, 45 years; Art Fike, 35 years; Robert Coburn, 45 years; Hubert Carlson, 40 years; Erving Brooks, 40 years; Rudy Preiss, 25 years; and Earl T. Jones, 45 years.

Back row from left are: Paul Hammon, 25

years; James Shields, 40 years; Clyde McCurdy, 45 years; George Pearson, 25 years; Ron Hodges, 30 years; Bruno Johnson, 40 years; Wayne Collins, 25 years; and Ron Nathanson, 25 years.

Also honored but not present were the following members: **45-year members** Robert Baird, Ernest Evans, Alves Kowalski, Elmer Knudson, Pete Lannén, Albert Lausterer and Ellis Summers; **40-year members** Carl Aldridge, Herston Cress, Rudy Flegel, John Guse, Henry Hanson, Milton McCaughey, Winfred McDermott, Rene Pellissier, Adran Sperling, Art Stenberg, William Stevens, Morgan Storck, Joseph Vangstad and Barney Yodzio; **35-year**

members Stan Bigos, Dean Christopherson, Bernie Easley, Warren Enzler, T. T. Givens, Ray Girves, I. W. Green, John Ketcham, Tsunao Kitagawa, John Makinson, Robert Masuda, Aarne Moisio, Glen Rowsey, Homer Swires and Vyron Wells; **30-year members** Leland L. Bailey, Virgil Clemenson, Joe Donald, Lewis L. Gray, Max Hardy, Ira B. Jackson, Leonard Johnson, Benjamin Lindgren, Alfred Sather, Arthur Schultz, Knut Vik, Clarence Valine, James Wheelles and Charles Wellong; and **25-year members** Rodney Beck, Richard Bowlby, Joseph Egan, Walter Haines, Marvin Holmes, Wayne Johnson, Donovan Larson, Edward Laux, Leland Netter and James A. Russell.



Philadelphia, Pa.—Picture No. 1

PHILADELPHIA, PA.

Local 1073 recently gave special recognition to two members, Ted Feldman and Barnard Zayon, each with 45 years of membership in the local. Feldman served for 35 years as a trustee, Zayon served for 35 years as financial secretary.

Picture No. 1 shows Feldman receiving a commemorative plaque, second from left, with, from left, Bruce Offner, Stan Foard, Fran Doerr, Business Agent Bob Boggi and John Rotali.

Picture No. 2 shows Zayon receiving a plaque and congratulations from the same group.

Special recognition goes to Halvor Hansen, a member in good standing of Local 13 for 68 years. The 89-year-old Hansen joined the local in 1919.



Philadelphia, Pa.—Picture No. 2

BILOXI, MISS.

At a regular meeting of Local 1404, 25-year pins were presented.

Pictured are, from left: Walter Johnston, Vice President Charles Bishop, and President Byron Agregard, receiving 25-year pins from Business Representative Richard Grady.



Biloxi, Miss.

70 Years of Service

A few weeks ago we learned of the death of one of our senior members in Iowa.

Hugo Lindahl, 96, a member of the United Brotherhood for 73 years, died recently in Cedar Rapids. Born in Sweden in 1890, he joined the UBC at the age of 23 and was a member of Local 308.

Lindahl had been a member for almost three-quarters of the existence of the UBC. We thought we'd check to see how many other UBC members have attained 70 and more years of membership in recent years. This is what we found:

Last year there were 49 members awarded 70-year service pins; in 1985 there were 18; and in 1984 there were 36—103 in the past three years.

During that same period there were 24 members who received service pins for 75 years of service to the Brotherhood—truly records for any organization, and we salute them all.

FAIRBANKS, ALASKA

At the annual Christmas Party, Local 1243, awarded service pins to members with longstanding service. Joe Russo, president of the Alaska State Council of Carpenters, Ed Perkowski, Local 1243 business representative and Dan Hoffman, Local 1243 training coordinator, presented the service pins.

Picture No. 1 shows 45-year member Alva Ditch.



Picture No. 2 shows 40-year members, from left: E. B. "Burl" Davis, Louis Perme, James Mount and Lawrence Pippin.

Picture No. 3 shows 35-year members, from left: Business Representative Perkowski, Nils Braastad, Council President Russo, Lee Roy Parham, Edd Maddux, Harry Miller, Thomas Story and Grant Nelson.

Picture No. 4 shows 30-year member Richard Hodges and Training Coordinator Hoffman.

Picture No. 5 shows 25-year members, front row, from left: Martin Cunningham, Council President Russo, George Murphy, Noel Higgins, Jurgen Ziegler, Walter Yinger, Carl Hoffman, Joe Coty and Business Representative Perkowski.

Back row, from left: Don Swamer, Gene Davis and Niles "Whitey" Coates.

Honored but not available for photographs were 25-year members Carl Adams, John Earley, John Maguire, John C. "Jack" Martin, Ora Whittle, Robert Chappell, Dan Chavez, Roger Edgerton and Richard Hensley; 30-year members Ray Moran, Richard Barnett, Anthony Dutton, Francis Earl, James Griffin, Esko Helenius, Doyle Hutsell, Thomas Murphy, John Verbeek and John Vicars; 35-year members Bjarne Aune, Sherman Findley, Noble Ingram, Joseph Manga, William "Slim" Mosher, Maurice Shea, Warren Story and Maurice "Cowboy" Holvoet; 40-year members Carl Peterson, Karl Lind, E. B. "Bud" Dirk, Charles Hurshman, Frank Leggett, Frank Lucas, William "Jack" Norman, Oliver Olilla, Thor Orrestad, O. O. "Bert" Prestbo, Robert Smith, Lawrence Wengelewski, Frank Westover and Mark



Fairbanks, Alaska—Picture No. 2



Fairbanks, Alaska—Picture No. 4



Fairbanks, Alaska—Picture No. 3



Fairbanks, Alaska—Picture No. 5

Winfield; and 45-year members James Dutcher, Bruce Robinson and Olaf Thorgaard.

DES PLAINES, ILL.

Local 839 held a special called meeting to honor members with 25 years or more of service to the Brotherhood. The meeting was followed by a buffet dinner which was enjoyed by all.

Picture No. 1 shows 25-year members, from left: D. Dolatowski, William L. Swanson and James Schultheiss.

Picture No. 2 shows 30-year members front row, from left: James Black, Trevor Bauman, Fritz Blome, Harold Byrne, Michael Czerechowicz and Hubbard D. Hicks.

Back row, from left: Charles P. Koenig, Vitalijs Lackajs, Ed Lenz, Byrne McClung, Fred J. Moeller and John D. Hoffman.

Picture No. 3 shows 35-year members front row, from left: Joe Calabrese, Don Chartrand, William Gartke, Frank Kotler and Don Staab.

Back row, from left: Bob Zbikowski, Alex M. Alexeyuk, Noel Logan and Tom Nebel.

Picture No. 4 shows 40-year members, front row, from left: Nick Current, Harry Holm Jim Iversen, Albert Kasubjak, Ray Lebal and Don VanPool.

Back row, from left: Jack B. Fisher, Hans J. Repmann, Curtis E. Roe, Geo. Schrambeck, Major Cole, Cornelius VanDerwiel Jr., Henry Wiegel Jr., William Wiegel and Chester Peters.

Picture No. 5 shows 45-year members, from left: Albert Greenenwald and Henry E. Litkea.



Des Plaines, Ill.—Picture No. 1



Des Plaines, Ill.—Picture No. 3



Des Plaines, Ill.—Picture No. 5



Des Plaines, Ill.—Picture No. 2



Des Plaines, Ill.—Picture No. 4



Phoenix, Ariz.—Picture No. 1



Phoenix, Ariz.—Picture No. 2



Phoenix, Ariz.—Picture No. 3



Phoenix, Ariz.—Picture No. 4



Phoenix, Ariz.—Picture No. 5



Phoenix, Ariz.—Picture No. 6

PHOENIX, ARIZ.

Local 1089 recently awarded service pins to longstanding members.

Picture No. 1 shows 25-year members, from left: Lowell Swope, Mack Traugher, Norman King and Alexander Boris.

Picture No. 2 shows 30-year members, from left: Bernard Green, Richard Kraxner, L.E. Hunt and George Jones.

Picture No. 3 shows 35-year members, front row, from left: Emerson Cahill, Charles Timmons and Fred Bell.

Middle row, from left: Kenneth Almond, John S. Guerra, Myron Brewka and William Cran.

Back row, from left: Vern Mooney, Lee C. Johnson, Robert Lamm, James Waters and Earl Mulleneaux.

Picture No. 4 shows 40-year members, front row, from left: Emanuel Mordini, Larry E. Harris, Frank Carioto, Arthur Ioli, Ray

Hernandez and Nathan Orsburn.

Second row, from left: Carl Maletich, Fred Pavlet, Anthony Hodor, Arthur Bailey, Louis "Pat" Patton, Arnold Brown, Ralph Ellison and Norman Schalk.

Third Row, from left: Martin Nehrbass, Fred Melander, Robert Chance, Harry Oldsen, Raymond Powell, Lawrence McCollom and Alvin Perkins.

Back row, from left: Charles Foreman, Joseph Shull, Roland "Joe" Kies and Elmer Ward.

Picture No. 5 shows 45-year members, front row, from left: L.L. Sanders, Leroy Bickel, Seldon E. Johnson, Oakley Salyers and Paul Terry.

Back row, from left: Jack Taylor, John Durnavich, Edward Martin, Alfred Henderson and Nick Pella.

Picture No. 6 shows 50-year members W.A. Boardman, left, and Ray Christian.

ALPENA, MICH.

Members with years of dedicated service to the Brotherhood were honored by Local 1132 at a recent luncheon where pins were presented.

Picture No. 1 shows 45-year member Raymond Januchowski.

Picture No. 2 shows 35-year members, from left: Edward Przeslawski, Ray Skiba and Harry Kraniak.

Picture No. 3 shows 30-year members, from left: Leonard Sovs, Ray Kraniak, Ted Pokorski, Jim Burroughs and George Hinckley Sr.

Picture No. 4 shows 25-year members Elmer Kowalski, left, and Ed Yoder.

Picture No. 5 shows 25-year member Willard Klein.

Picture No. 6 shows 20-year members, from left: Howard Manning and Walt Soltysiak.



Photo No. 1



Alpena, Mich.—Picture No. 2



Alpena, Mich.—Picture No. 4



Photo No. 5



Alpena, Mich.—Picture No. 3



Alpena, Mich.—Picture No. 6



Brooklyn, N.Y.—Picture No. 1

BROOKLYN, N.Y.

Local 902 recently awarded service pins to several senior members of the local.

Picture No. 1 shows 50-year members, front row, from left: John Mastrolimbo, Stephan Pencak and Harold Bregdom.

Back row, from left: Teddy Andersen and Max Murphy.

Picture No. 2 shows 45-year member Michael Barotsky.

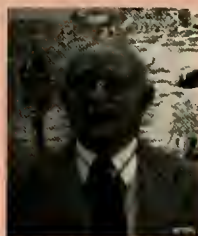
Picture No. 3 shows 40-year members, front row, from left: Business Representative Gus Sabatino, Business Representative Rocco Cassano and Vito Dellasperanza.

Back row, from left: John Demos, Hans Halvorsen, Carmine Cassano, Gilbert Andersen, Larry Sitkowitz, Frazer Stockley, Sal Perrone, Erhard Obry and Tony Giaquinto.

Picture No. 4 shows 35-year members, front row, from left: Anthony Cunetta, William Ericksen and Vincent Blake.

Back row, from left: Business Representative Sabatino, Walter Harbour, Henry Hentze, Peter Sandrib, Joe LaRocca and Business Representative Cassano.

Picture No. 5 shows 30-year members, front row, from left: Sidney McIntosh, John Farrel,



Picture No. 2

Lorenzo Gentile, Sal DeSante and George Edwardson.

Middle row, from left: Thomas Gill, Walter Lysuik, Reldassaro Ruggerio, Jack Barroneti and Willie Glover.

Back row, from left: Ronnie Rath, Robert Covington Jr., Ronald Narducci, Stanley Seiper, Felice Livia, Gunar Olsen, Wilson Mailaid, Thomas Lezinsky, Ben DeDominices, Ed Niewiarawicz and Ed Wilson.

Picture No. 6 shows some 25-year members, front row, from left: Robert Covington Jr., Umberto Dantoro, Frank Saulo, Arthur Nelson and Anthony Santoro.

Back row, from left: Gene Kelly, John Usevich, Phil Caraher, Joe Santillo, Kurt Langjahr, Joe Kendall and Mario Abruscatti.

Picture No. 7 shows more 25-year members, front row, from left: Jean Puchin, Leonard Gustafson, Joe Cella, Dominick Costa and Desmond Smyth.

Back row, from left: Stanley Lezinsky, Emil Babilon, James McIntosh, Giuseppe DiNatale and Roger Sahn.



Brooklyn, N.Y.—Picture No. 3



Brooklyn, N.Y.—Picture No. 4



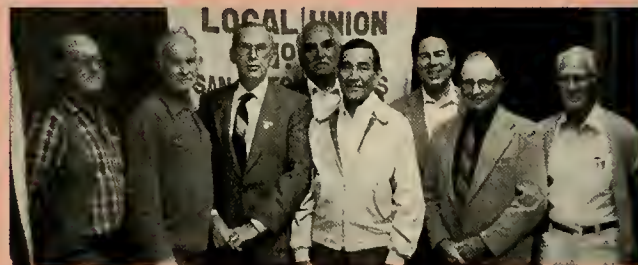
Brooklyn, N.Y.—Picture No. 5



Brooklyn, N.Y.—Picture No. 6



Brooklyn, N.Y.—Picture No. 7



San Antonio, Tex.—Picture No. 2



San Antonio, Tex.—Picture No. 1

SAN ANTONIO, TEX.

At a regular meeting several members of Local 14 were presented with service pins for their dedicated years with the UBC.

Picture No. 1 shows 25-year members, from left: Rosalio Reyes, Business Representative Vernon Gooden and Mark Hohmann.

Picture No. 2 shows 40-year members, front row, from left: James E. Atkins, James A. Williams, Harold V. Mobbs, Abraham Rodriguez, James P. Dietz and Clyde G. Ezzell.

Back row, from left: Alfonso Lopez and

Business Representative Gooden.

Also honored, but not pictured were **65-year member** William Hugh Ash; **60-year member** Carl D. Hale; **40-year members** Clarence L. Avant, Earl T. Chaney, Carroll J. Coffee, C.B. Crawford, Frederick P. Elbel Sr., Orie Goll, S.P. Gooden, A.P. Hernandez, Frank A. Hernandez (deceased), Marvin W. Krueger, Joe Lopez, Armand Sanchez, Aubrey L. Sanders, Pedro P. Vasquez, Walter Wilke and Alfred E. Wolfshohl; and **25-year members** Leroy G. Barrientes, Louis O. Gonzaba, Marvin J. Klar and Phillip C. Trammell.

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only \$79.95!

Now you can solve all your building problems right in feet, inches and fractions—with the all new **Construction Master™** feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and ANY or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

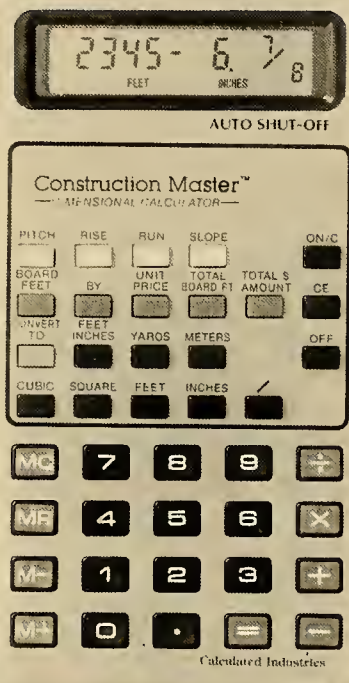
Plus the Construction Master™ actually displays the format of your answer right on the large LCD read-out—square feet, cubic yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also



New calculator solves problems right in feet, inches and fractions. On sale for \$79.95.

includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

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Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off. And the Construction Master is compact (2-3/4

x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no AC adapter needed—you can take it anywhere!

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Thousands of builders turn to the Construction Master™ everyday.

"It's Great! Finally we can get the correct total with fractions the first time through!" Chuck Levdar, Black Oak Inc., Sausalito, Cal.

"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robln Logan, Robln Logan, Inc., Salt Pt., NY

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in memoriam

The following list of 963 deceased members and spouses represents a total of \$1,655,872.74 death claims paid in April 1987, (s) following name in listing indicates spouse of members.

Local Union, City

- 1 Chicago, IL—Euna Trout (s), Francis Murphy, William Henry Holgate.
- 2 Cincinnati, OH—Frank X. Steinker.
- 3 Wheeling WV—Wm. Oscar Logsdon.
- 5 St. Louis, MO—Adolph Rhombert, Elsie Marie Fiala (s), Frank W. Douglas, Fred Wehrle, Hazel E. Cryts (s), Leo F. Schwald, Norman W. Kunz.
- 6 Hudson County, NJ—Robert Reilly, Theresa A. Smith (s).
- 7 Minneapolis, MN—Charles Karye, Ernest Olson, Harry Peterson, Ragnar Emmanuel Olson.
- 8 Philadelphia, PA—Edward W. Martin, Vincent D. Summers.
- 10 Chicago, IL—Arne Bakkan, Dewey Burton Elam.
- 11 Cleveland, OH—Rosena Tallman (s), Tony A. Lapinta.
- 12 Syracuse, NY—Donald Gridley, Edwin M. Soble Sr.
- 13 Chicago, IL—Hubert Raines.
- 14 San Antonio, TX—Earl E. Drake, Edwin H. Mandel, Emily Jane Haile (s), Horace W. Waite Jr., Robert Joe Lopez.
- 15 Hackensack, NJ—Evelyn Lombardi (s), Joseph Gerber, Victoria Schuler (s).
- 16 Springfield, IL—George D. Sullivan.
- 17 Bronx, NY—Charles Stone, Eino John Salo, Frank Clements, John F. Johnson.
- 18 Hamilton, Ont, CAN—Harry Hussey.
- 20 New York, NY—Sadie Morris (s).
- 22 San Francisco, CA—Augustine Ray, Clement Anthony Clancy, Eskil George Ronn, Frank R. Carlson, William J. Loscutoff.
- 23 Williamsport, PA—Evelyn G. Miller (s), Michael G. Duzick, Richard V. Grafius.
- 24 Central CT—Beatrice Parisi (s), John Hulstrunk, Joseph M. Jacobs, Joseph Rinaldi, Michael Volpe.
- 25 Los Angeles, CA—Adam Miller, Arlie R. Moultrie, Deloss L. Conger, James B. Coker, Neva Coughlin (s).
- 27 Toronto, Ont, CAN—Nathan Brown.
- 31 Trenton, NJ—Salvatore Fioto.
- 34 Oakland, CA—Leo E. Tonini, R. D. Johnson.
- 35 San Rafael, CA—Norman B. Campbell.
- 36 Oakland, CA—Eula Mae McCullough (s), Gilman S. Schiager, Helena Johanna Kemperman (s), Kenneth H. Mortimer, Lester A. Repass, Margaret Katherine Holmes (s), Martin Bailey Loomis, Nick G. Zigenis, Ruby A. Cooley (s), William L. Garrett.
- 40 Boston, MA—Frank Prestigiovanni, Pierette Goulet (s).
- 41 Woburn, MA—William N. Corcoran.
- 42 San Francisco, CA—Edward Lawrence Banos, Orlando Cesar Montandon, Wallace Steward.
- 43 Hartford, CT—Michael Addiego.
- 44 Champaign & Urbana, IL—Leland H. Fish.
- 46 S. Ste. Marie, MI—Cleveland Sullivan.
- 47 St. Louis, MO—Carl Paul Larson, Louise C. Fields (s).
- 48 Fitchburg, MA—Charles Spoon, Frank Bambarola, Louise Bernier (s).
- 50 Knoxville, TN—Parlon A. Morton.
- 51 Boston, MA—John J. Conway.
- 53 White Plains, NY—Carl Swanson, Gladys A. Wisniewski (s), Raymond F. Baker, Rosemarie Cyran (s).
- 54 Chicago, IL—Theodore Rexford.
- 55 Denver, CO—Harry B. Mackey, Robert A. Matlock, Roy C. Rice, Victor Woxberg.
- 58 Chicago, IL—Belle Goldberg (s), Daniel C. Decgan, Harold Lamberg, John Anderson, Klaus Argens.
- 60 Indianapolis, IN—Gayle L. Donahue (s), Harvey M. Baker, Iris L. Cody (s), Paul E. Kottowski, Roy C. McFarland, Samuel F. Davis.
- 61 Kansas City, MO—Mary Euphemia Woodward (s).
- 64 Louisville, KY—Howard Keith Butcher, John K. Miles, Odell L. Slater.
- 65 Perth Amboy, NJ—Morris Gelber.
- 67 Boston, MA—Alvin J. Marks, George V. Douse, Matthew Costantino, Winifred Gaine (s).
- 69 Canton, OH—Andrew Sonntag, Stanton Crofut.
- 73 St. Louis, MO—Hilmer L. Roth, Kenneth A. Stiens, Lawrence V. Lowes, Jr., Raymond Frank Greifzu.
- 76 Hazelton, PA—Carl R. Smith, Charles H. Laudeman.
- 80 Chicago, IL—Ralph J. Ebner.
- 81 Erie, PA—Howard Sponsler.
- 85 Rochester, NY—Ralph Brye.
- 87 St. Paul, MN—Edward Entenmann, Joseph J. Simon, Oscar E. Klas, Robert M. Lauer.
- 89 Mobile, AL—Eluid Smith Sr.
- 90 Evansville, IN—Carl T. Effinger, Chester H. Willis, Owen Nyhuise.
- 94 Providence, RI—Alexandre Sevigny, Charles Vaughn, Harry Kallstrom, Joseph A. Boutin, Margaret E. Vallicre (s), Philip Berge, Salvatore Carnevale, Stanley Bliss.
- 98 Spokane, WA—Robert L. Wilmoth, Steven McAdore Aldridge.
- 101 Baltimore, MD—Fred M. Ludwig, Guy B. Goad, Michael Paradise.
- 103 Birmingham, AL—David R. Grantham, Raymond L. Blair, Roy C. Skelton.
- 104 Dayton, OH—Edgar B. Hayes.
- 105 Cleveland, OH—Andrew Lloyd Corley, George Zakany.
- 106 Des Moines, IA—Clyde L. Moore, Pierce G. Sornson.

Local Union, City

- 107 Worcester, MA—Elof Larsson.
- 108 Springfield, MA—Russell Gour.
- 110 St. Joseph, MO—Glenn Devooght.
- 111 Lawrence, MA—Helen M. Conlon (s).
- 114 East Detroit, MI—Ethel Luella Larson (s).
- 116 Bay City, MI—Horace E. Rasch.
- 118 Detroit, MI—Beverly Jean Throne (s), Hugh Ward, James E. Haston, Martin F. Reddick, Myer Shifrin, Samuel Koch, Sidney E. Doughty, Thomas Baird.
- 120 Utica, NY—Helen C. Olenik (s).
- 123 Broward County, FL—Fritz W. Andersen, Harold C. Fleming, Nora Lee Clinegan (s), Russell B. Willis, Walter Bopp.
- 124 Passaic, NJ—Italo Deluca, James Leroy Vanorden, Susan A. Polizzi (s).
- 125 Miami, FL—Arthur Gerald Fowler, Fred John Flesch, Louis M. Jacob, Luther Goode Jr., Martin Kuck, William E. Martin.
- 128 St. Albans, VT—Harold J. Walker.
- 131 Seattle, WA—Alice L. Wasson (s), Floyd Avis, Harry L. Doremus, Richard G. Lloyd, Vera C. Odom (s), Waldo E. Christopherson.
- 132 Washington, DC—Annie McIver (s), Elizabeth Jean Jeffers Rezac (s), Henry C. Cox, Howard F. Myers, Sr., John A. Campbell, Joseph M. Hook, Raymond J. Corbin, Sarah Harvey (s), William T. Humphreys.
- 135 New York, NY—Christian Sperber.
- 140 Tampa, FL—Clifford Charles Cousineau, Guy Preston Smith, Harlan W. Hurlburt, Nellie N. Hodge (s), Rose Clementi Felicione (s), Vernon Lee Denman.
- 141 Chicago, IL—Donald Zafir.
- 142 Pittsburgh, PA—Dorothy T. Iole (s), Joseph A. Sabo, Shirley A. Vietmeir (s).
- 149 Tarrytown, NY—Robert Vanwart.
- 155 Plainfield, NJ—Anthony Santangelo.
- 159 Charleston, SC—Robert M. Fabian.
- 161 Kenosha, WI—Anne Loretta Sauer (s).
- 162 San Mateo, CA—Allan J. Bear, Carl R. Helmslo, Fern Bernice Swadley (s), Gordon A. Cooper, Joseph La Salle, Milton Atkins.
- 169 East St. Louis, IL—Fred C. Genteman, Henry Wawerzin, James W. Ames Sr.
- 174 Joliet, IL—Adam Usinger, Grady Gilbert Proctor.
- 180 Vallejo, CA—Jack G. Weiland, Jack L. Cronhardt.
- 181 Chicago, IL—Trygve Haegeland.
- 182 Cleveland, OH—William C. Mahoney, William T. Prior.
- 183 Peoria, IL—Herman J. Stickelmaier, Roy D. Kelly.
- 184 Salt Lake City, UT—Amanda L. Beeson (s), Ano J. Malaska, Harold E. Jones, Harold L. Garrard, June W. Unck (s), Kenneth Swatos, Mary Wiese (s).
- 185 St. Louis, MO—Alfred W. Wedepohl, Bonnie D. Braun (s), Regena Pretto (s).
- 186 Steubenville, OH—Rachel Howe (s).
- 188 Yonkers, NY—Anna Miller (s), Francis E. Burghardt, Jr., John Dzubak.
- 189 Quincy, IL—Arthur W. Lepper, Jr.
- 195 Peru, IL—Andrew Seastrum, Frederick Holm, Jennie Flahaut (s).
- 199 Chicago, IL—Carl J. Newman, Dennis O'Neill, Domenico Gennaro, George Deloney, John M. Krogsstad, Walter F. Krall.
- 200 Columbus, OH—Alvie T. Brown, Arthur Ruhl, George A. Nelson, Robert G. Jarvis, Robert W. Luellen.
- 210 Stamford, CN—Adolph Behrendt, Arthur Paddock, Edward L. Malota, Peter Brousseau, Ulde J. Valade.
- 211 Pittsburgh, PA—Carl V. Silhanek, Margaret Pschirer (s).
- 213 Houston, TX—Alvin M. Ballard, E. J. Hudspeth, Eulah Richards.
- 218 Boston, MA—Ingram Hiscock, Ralph W. Ritchie, Sarah A. Gosse (s), Truman B. Mann.
- 223 Nashville, TN—James Columbus Trice, Voyn Elwood Hogan.
- 225 Atlanta, GA—Anne Mae Nowlin (s), Carlton John Harwell, Gladys B. Jackson (s), Jesse Barnell Martin, Randall Mull.
- 230 Pittsburgh, PA—Robert Michael Ward, William Vernon Hunter.
- 235 Riverside, CA—Hattie Marie Park (s), Howard D. Mann.
- 242 Chicago, IL—James Kaier.
- 246 New York, NY—Anthony Romano, Elfriede Milner (s), George Nelson.
- 247 Portland, OR—John E. Lovell.
- 249 Kingston, Ont, CAN—Benjamin E. Smith, Edward Joseph Speagle.
- 250 Waukegan, IL—Dessie Hall (s), Edward M. Lenzen, Sandra L. Gesky (s).
- 255 Bloomingburg, NY—John S. Norman.
- 257 New York, NY—Arnfinn Kaaveland, Gertrude Eiken (s).
- 259 Jackson, TN—Aaron Cotner.
- 261 Scranton, PA—Lucille Sweeney (s).
- 262 San Jose, CA—Mathias Boesinger, Sam Miller, Tony Fotopoulos, Tony Roman.
- 265 Saugerties, NY—Charles Gaydos, William R. Pleugh.
- 269 Danville, IL—Jenny R. Sams (s).
- 272 Chicago Hgt., IL—Frank W. Fouts III.
- 275 Newton, MA—Rita M. Flanders (s).
- 278 Watertown, NY—Dorence M. Moses, Robert H. Merkley, William F. Lowell.
- 281 Binghamton, NY—George Larrabee.

Local Union, City

- 283 Augusta, GA—Taft William Faust, Jr.
- 286 Great Falls, MT—Tollef Follingo.
- 287 Harrisburg, PA—Russel L. Potteiger, Thomas W. Freet.
- 296 Brooklyn, NY—Charles Belinsky, Charles Finkel, Edward Matrose, Jacob Jacobsen.
- 302 Huntington, WV—Fulton L. Burchett.
- 307 Winona, MN—Joseph D. Kulas.
- 316 San Jose, CA—Ernest P. Cartwright, Gail Edwin Cartwright, Marian Edgerton (s), Otis E. Gresham.
- 319 Roanoke, VA—Raymond Oscar Brown.
- 320 Augusta, ME—Philip B. Burke, Walter J. Tobias.
- 333 New Kensington, PA—Claude H. Clark.
- 334 Saginaw, MI—Alfred Poineau, Ernest Goodeman.
- 338 Seattle, WA—Henry Opie Rundle, Jacque Charmaine Blough (s).
- 340 Hagerstown, MD—Jesse H. Warrenfeltz.
- 334 Waukesha, WI—Jerome W. Thiel.
- 347 Mattoon-Charleston, IL—Harold Scott, William E. Maxey.
- 348 New York, NY—George Basche, John Fator, Raymond Popielarski.
- 350 New Rochelle, NY—Catherine Toften (s), Michael Staus.
- 356 Marietta, OH—Albert E. Finkel.
- 359 Philadelphia, PA—Franz Streng, Thomas T. Gallagher, Walter H. Osborne.
- 363 Elgin, IL—Harry E. Lange, Ruth Hageman (s).
- 370 Albany, NY—Dominick Gisotti, Patrick McLaughlin, William M. Carroll Sr.
- 374 Buffalo, NY—Carl Hagen.
- 377 Altan, IL—Harold Cheesman, Roland H. Wilhelm.
- 379 Texarkana, TX—Earnest Poag.
- 388 Richmond, VA—Chester Overbey, Thomas Edward Quick.
- 397 Whitby, Ont, CAN—Joseph Fournier.
- 398 Lewiston, ID—Robert L. Thompson.
- 400 Omaha, NE—Cecil W. Krapp, Daniel A. Muck.
- 402 Alexandria, LA—Irene Rials Allen (s).
- 403 Lake Co, OH—Henry William Dreier, Raymond William Cleer.
- 417 St. Louis, MO—Jerrine E. Delbruegge (s), O. C. Delbruegge.
- 424 Hingham, MA—Harry P. Tassel.
- 429 Arlington, TX—Albert Fridy, Allen Glen Iley, Bertha Ruth McElroy (s), Edith Hill (s), Henry Clyde Brooks, Herman Sterling Yancey, Mary Lorene Denney (s), Nora Lee Briggs (s), Owen Clifford Rogers, Preston H. Grounds.
- 433 Belleville, IL—Robert E. Zimmerman.
- 434 Chicago, IL—Evelyn M. Seelbach (s), Joseph Michalik.
- 452 Vancouver, BC CAN—Adolph Tiefenbach, Maynard Gillespie, Sigfred Anderson.
- 453 Auburn, NY—Richard Dragone.
- 454 Philadelphia, PA—Diane A. Slezak (s).
- 458 Clarksville, IN—Clyde P. Schindler.
- 470 Tacoma, WA—Hank J. Spolaric, Hazel Wills (s), Helen Irene Branan (s), Marvin J. Kenney, Michael Betty Sita, Torvald Handeland.
- 472 Ashland, KY—Edward E. Farley.
- 475 Ashland, MA—Rosemarie Borghesi (s).
- 483 San Francisco, CA—Joshua Tolliver, Keith L. Lund.
- 492 Reading, PA—Ruth E. Himmelberger (s), Samuel L. Bashore.
- 493 Mt. Vernon, NY—Isak Schachter.
- 494 Windsor, Ont, CAN—Tronda Saragilov (s).
- 500 Butler, PA—Aloysius M. Geibel, Carlton N. Stewart.
- 502 Port Arthur, TX—James D. Johnson, Ruben Smith.
- 510 Berthoud CO—Glen B. Henry, Joseph B. Slavec.
- 512 Ann Arbor, MI—Rodger F. Etzel.
- 515 Colo. Springs, CO—Mary Jane Fox (s).
- 518 Sistersville, WV—Amanda Crane (s), Howard B. Jones.
- 528 Washington, DC—Fred B. McAleer.
- 531 New York, NY—Isabella Calisi (s), Jeremiah Thompson, Michael Kadisch, Robert Gumbs.
- 535 Norwood, MA—Louis P. Ristaino.
- 541 Washington, PA—Ralph B. Thomas.
- 546 Vincennes, IN—Bessie May Murr (s).
- 548 Minneapolis, MN—Raymond J. Walek.
- 549 Owensboro, KY—Ermal Holt (s), George Homer Bowers.
- 558 Elmhurst, IL—Clyde C. Newman, John Welter, Richard B. Divilbiss.
- 562 Everett, WA—Alma R. Erickson (s), Merrill J. McMaster, Ramon Hashberger, Robert Day.
- 563 Glendale, CA—Harold F. Blaska.
- 586 Sacramento, CA—Donald E. Lewis, Elmo E. Seaburg, Florence J. Hite (s).
- 600 Lehigh Valley, PA—Earl E. Willimet, Florence A. Miller (s), Michael T. Kontir, Robert J. Feichtel, Stuart C. Sarson Sr.
- 608 New York, NY—James M. Mangan, John Falzon, John Zemlyak, Patrick McGowan.
- 615 Peru, IN—Robert G. Coy, Russell R. Miller, William H. Frush.
- 620 Madison, NJ—Elizabeth Palmer (s).
- 621 Bangor, ME—Earl W. Leclair, Joseph L. Richard, Raymond P. Mace, William W. Hansen.
- 625 Manchester, NH—William Abbott.
- 626 Wilmington, DE—Alice Reynolds (s), Chester F.

Local Union, City

- Pheasant, John J. Backof, Stanley Stryholuk, William R. Gray.
- 627 Jacksonville, FL—Alton C. Snellgrove, Robert J. Gibbs, Winston Nettles.
- 639 Akron, OH—Carl Tymcio, James W. Horner, Seymour E. Houser.
- 640 Metropolis, IL—Grace H. Spillman (s).
- 642 Richmond, CA—Jess Willard Dixon, John F. Stenvall.
- 665 Amarillo, TX—Homer H. Smith.
- 668 Palo Alto, CA—Gail P. Darrin.
- 678 Dubuque, IA—Arnold H. Helmrich.
- 701 Fresno, CA—Albert W. Absher, David Delbert Fisher.
- 704 Jackson, MI—Wilbur H. Adamson Sr.
- 710 Long Beach, CA—George M. Johnson.
- 715 Elizabeth, NJ—William Lamorte Sr., William N. Zito.
- 720 Baton Rouge, LA—Clarence E. Prevost, Henry L. Roddy.
- 721 Los Angeles, CA—Edward Leo Johnson, Frances Helen Arrieta (s), Virginia Lugo (s), William S. Bailey.
- 739 Cincinnati, OH—Isabel C. Horton (s), Jean Wegman (s), Stanley D. Geiser, William Overberg.
- 740 New York, NY—Wige Danielson.
- 743 Bakersfield, CA—Edd French.
- 745 Honolulu, HI—Alice Higa (s), Crispolo S. Manuel, Frank A. Hemmer, Gregory T. Horikawa, Herman Lee, James T. Tolette, Masagoro Kawashima, Masaharu Horikawa, Nobuichi Nakamura, Ted T. Horio, Yoshikazu Murai.
- 747 Oswego, NY—Charles Frederick Jacobs, Ross Rupert.
- 751 Santa Rosa, CA—Alfred Esposti, Lester Grooms.
- 756 Bellingham, WA—Howard P. Scarlett, James R. Amos, Maynard M. Johnson.
- 758 Indianapolis, IN—Isabelle F. Matlak (s).
- 764 Shreveport, LA—Louisa Haire Primos (s), Robert Harrington.
- 767 Ottumwa, IA—Clarence E. Lock, Clifford E. Kelley.
- 769 Pasadena, CA—Charles H. Ross, David I. Moffat.
- 770 Yakima, WA—Ernest Johnson.
- 771 Watsonville, CA—Manuel F. Santos.
- 782 Fond Du Lac, WI—Raymond A. Treptow.
- 790 Dixon, IL—George J. Mayfield.
- 792 Rockford, IL—Henry Norquist.
- 801 Woonsocket, RI—Lucien Joseph Gignac.
- 815 Beverly, MA—Anthony Ferrant, Harry H. Cutler.
- 829 Santa Cruz, CA—Ethel Florence Wright (s), Howard Walker.
- 839 Des Plaines, IL—Frank M. Burkman, Harold W. Warnicke, Martin O. Anderson, Valerian Martin, Wilfred E. Donlea.
- 844 Canoga Park, CA—Gertrude Ann Pfeiffer (s), Lonnie Ferren, Sharon Martin (s).
- 845 Clifton Heights, PA—Marguerite Henninger (s).
- 848 San Bruno, CA—Erwin Merrill, Joe Weiss.
- 851 Anoka, MI—Rudolph H. Mettler, Swan Westlund.
- 857 Tucson, AZ—Woodrow Hughes.
- 873 Cincinnati, OH—Sanford Wayne Holloway.
- 889 Hopkins, MN—Isabelle E. Stepanek (s).
- 898 St. Joseph, MI—Charles Tuncke, Robert V. Kalin.
- 902 Brooklyn, NY—Albert L. Yori, Amy Dickson (s), Dora B. Norton (s), Elsie Webster (s), George Robinson, Isadore Slutsky, Osmond Dufont, Primo Monti, Robert Davniero, Walter Koliner, Wolodimir Slabicky.
- 904 Jacksonville, IL—Billy Charles Brunk.
- 918 Manhattan, KS—Blaine O. Erickson.
- 940 Sandusky, OH—Jeffery P. Wallace.
- 943 Tulsa, OK—Carl J. Johnston.
- 944 San Bernardino, CA—Alva Lynn Whitworth, Henry Daros, Louise R. Kunzweiler (s), Marie Maier (s).
- 947 Ridgway, PA—Josephine L. Keen (s), Kenneth A. Keen.
- 953 Lake Charles, LA—Jacob W. Perkins.
- 971 Reno, NV—Arthur B. Christensen, Lynn Frazier Pennington.
- 977 Wichita Falls, TX—Annie Hickman (s), Homer E. White.
- 1001 N. Bend Coos Bay, OR—Edward R. Rauschert.
- 1002 Knoxville, TN—Sam Y. Newman.
- 1005 Merrillville, IN—Donald Scott Lawrence, Roy D. Bundy.
- 1006 New Brunswick, NJ—John Stankowitz.
- 1008 Louisiana, MO—Lionie M. Dawson, Rodney B. Wallendorf.
- 1009 St. Johns, Nfld, CAN—James Alton Payne.
- 1010 Uniontown, PA—Sarah M. Raffle (s).
- 1014 Warren, PA—Judson Revere Duell.
- 1016 Muncie, IN—Prentice Raymond Brown.
- 1029 Peru, IN—Harry M. Prentice Jr.
- 1040 Eureka, CA—Otha Clovis Lunsford.
- 1042 Plattsburgh, NY—Fred W. Liberty.
- 1050 Philadelphia, PA—Albert Alessi.
- 1052 Holywood, CA—Anthony F. Malatinsky.
- 1053 Milwaukee, WI—Arnold Utech, Clara A. Mueckler (s), Vernon C. Hansen.
- 1055 Lincoln, NE—John J. Sloup.
- 1058 Twins Falls, ID—Clarence G. Pope.
- 1062 Santa Barbara, CA—Dolores Feehan (s), Janes H. Eggens Jr.
- 1074 Eau Claire, WI—Wayne A. Barrett.
- 1086 Portsmouth Navy Yd, VA—Noble B. Sprinkle.
- 1098 Baton Rouge, LA—Edith K. Bercegeay (s), John H. Armstrong, John T. Weems, Omar Taylor.
- 1104 Tyler, TX—Jack Lynn Collar (s).
- 1108 Cleveland, OH—Edward Raymond.
- 1109 Visalia, CA—Alice Lucille Schiesser (s).
- 1120 Portland, OR—Dollie V. Hatfield (s), Elwood J. Rollins, Eugene Lashbrook, Harry F. Sigourney, Marvin Kuykendall, Maurice Booth, William Glanz.
- 1121 Boston Vicinity, MA—Lawrence F. Blute.

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- 1125 Los Angeles, CA—Alton C. Holley, Delaine S. Barnes (s), Gary C. Frost, Louis H. Benton.
- 1134 Mt. Kisco, NY—Martha I. Rodin (s).
- 1140 San Pedro, CA—Daniel L. Knutson, George Seibold.
- 1146 Green Bay, WI—Alvin Vern Plummer.
- 1147 Roseville, CA—Stanley Z. Casey.
- 1149 San Francisco, CA—Einar Johanson, Guy Focaracci, Yvonne D. Gillman (s).
- 1153 Yuma, AZ—Bernard Aguilar.
- 1164 New York, NY—Antonio Tedesco, Elizabeth Martz (s), Pasquale Camera.
- 1165 Wilmington, NC—Homer B. Chadwick.
- 1171 Shakopee, MN—Donald F. Busse.
- 1185 Chicago, IL—Herbert A. Krall, Merle R. Miller Sr.
- 1187 Grand Island, NE—Boyd E. Burnett.
- 1192 Birmingham, AL—Elizabeth Kendrick (s).
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- 1222 Medford, NY—Alma Thompson (s), Helen M. Howell (s), Joseph Cavell, Joseph Cortese.
- 1226 Pasadena, TX—Clifton M. King.
- 1242 Akron, OH—Robert S. Hall.
- 1243 Fairbanks, AK—Edmund B. Dirk.
- 1245 Carlsbad, NM—John F. Sulser.
- 1250 Homestead, FL—Carmel F. Widener, Freland L. Barfield.
- 1274 Decatur, AL—Lucis Clyde Harris.
- 1280 Mountain View, CA—Erlean Clara Halstead (s), George Anderson, Victor Guzzi, William S. Vanmeter.
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- 1650 Lexington, KY—Noel H. Long.
- 1665 Alexandria, VA—Marvin A. Poole.
- 1669 Ft. William, Ont., CAN—William Faykes.
- 1673 Morgantown, NC—Glen R. Clay.
- 1685 Melbourne-Daytona Beach, FL—Frank Eric Watson, Thomas E. Findley.
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- 1693 Chicago, IL—Randy T. Molander.
- 1707 Kelso Longview, WA—Marion C. Vanderpool.
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- 1931 New Orleans, LA—Henry Dufau.
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- 1964 Vicksburg, MS—Louise H. Collins (s).
- 1971 Temple, TX—Georgia Edmond Wicker (s).
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- 2012 Seaford, DE—Katherine May Burkew (s).
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- 2588 John Day, OR—Margaret R. MacDonald (s).
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- 2623 Council, ID—Esther L. Clarke (s).
- 2633 Tacoma, WA—Edward Miller.
- 2652 Standard, CA—Leo T. Ghiorso, Louis Olivieri, Steve C. Serrano.
- 2659 Everett, WA—Myrtle Elvira Verhinda (s).

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 2761 McCleary, WA—Berthold Herman, Mae Belle Behrend (s).
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 2902 Burns, OR—Herman Wilkerson.
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 3009 Grants Pass, OR—John H. Brown, Mary C. Brown (s).
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 9042 Los Angeles, CA—Robert L. Haynes, Thomas R. Guyer.
 9065 San Francisco, CA—Joseph Warren Batts.
 9224 Houston, TX—Carolyn Breed Woelfler (s), Vivian Louise McGuire (s).

AIDS

Continued from Page 3

estimated 1 to 1½ million Americans have been infected by the AIDS virus; many of them show no signs of illness and do not know that they carry the virus.

Once in a while, an initial blood test for AIDS antibodies may be positive even though the person who gave the blood is not infected. This is called a "false positive" reaction. All positive initial blood tests are repeated to confirm the results, and, when needed, a different type of laboratory test is done to check the accuracy of the first test.

Every unit of donated blood with a positive test result is discarded. These units are not used for transfusion or for the manufacture of blood products.

People whose blood tests are confirmed positive for AIDS antibodies are notified and advised to seek medical evaluation. They are also placed on a list of persons who may not give blood.

The AIDS antibody test is also recommended for people at increased risk who want to know if they have been infected so they can take steps to protect their own health and that of others. Physicians and state and local health departments can tell people where this test is available.

How reliable is the AIDS virus antibody test?

The reliability of the test is very high, but, like all blood tests, it is not 100% accurate in identifying infected persons. "False negative" results can occur, just as "false positive" results can. For

You should not donate blood if—

- You are a man who has had sex with another man, even one time, since 1977.
- You have ever taken illegal drugs by needle.
- You are a native of Haiti or central Africa (including Burundi, Kenya, Rwanda, Tanzania, Uganda, or Zaire) who entered the United States after 1977.
- You have AIDS or one of its signs or symptoms.
- You have ever had a positive test for the AIDS antibody, showing past exposure to the AIDS virus.
- You have hemophilia.
- You are, or have been, the sex partner of any person described above since 1977.
- You are a woman or man who is now, or has been, a prostitute since 1977.
- You have been the heterosexual sex partner of a male or female prostitute within the last six months.

example, an antibody test from a person who has been recently infected by the AIDS virus may be negative because the person's body has not had time to develop antibodies to the AIDS virus (which takes about six weeks).

Because all of the people at increased risk for AIDS are asked not to donate blood, the risk of receiving transfused blood from an infected person who has not yet developed antibodies is very small. But because "false negative" test results can occur—however rarely—persons at increased risk of infection by the AIDS virus must continue to refrain from donating blood.

To sum up . . .

The measures in use today have made the blood supply very safe. No one who really needs a blood transfusion should refuse it for fear of getting AIDS. Refusing blood when it is needed could cost you your life.

No one should fear getting AIDS from donating blood. There is no chance of getting AIDS in this way, and the need for blood to save lives is great.

For information on donating blood, contact your local chapter of the American Red Cross, other blood collection agencies, or hospitals.

More information about AIDS and AIDS-related illnesses can be obtained from—

- Your doctor.
- Your state or local health department.
- The Public Health Service toll-free hotline: 1-800-342-AIDS.
- Your local AIDS organization. Contact the National AIDS Network for referral: 1-202-347-0390.
- Your local chapter of the American Red Cross.

UBC

Next month we will be continuing a series on AIDS. We will be covering topics such as how it affects personal service workers and food handlers, how to deal with AIDS in the workplace and special precautions that can be taken.

Window Agreement

Continued from Page 10

Representing the UBC as committee members in the discussions with the Iron Workers were First General Vice President Sigurd Lucassen, General Executive Board Members E. Jimmy Jones and M.B. Bryant, Representative Jack McMillan, and Assistant to the General President James Davis. Former Second General Vice President Anthony Ochocki participated in the discussions until his retirement.

When the new agreement has been prepared in printed form, it will be distributed to all affiliates.

Affiliates are advised that the agreement is not to be implemented retroactively. Each trade affiliate is to use the services of the administrators of the union jurisdictional departments for practical implementation of the agreement.

UBC





TRUSS LIFTER



The Tote-em Pole is a new tool that gives the framing contractor control of getting trusses to the top of a building. Reliance on costly heavy cranes or other big equipment is eliminated, according to the manufacturer.

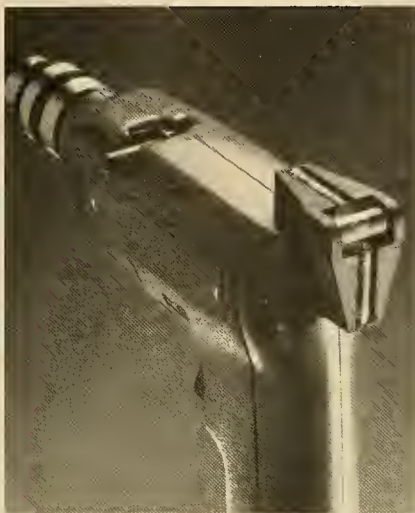
The Tote-em Pole is low-cost. The average contractor can recover the Pole's cost in less than one season through savings in rental of heavy equipment and through better use of his own labor. The lightweight Pole telescopes and travels on the roof rack of a station wagon, van or pickup cap, and sets up on the top level of a structure within 20 minutes, electrically lifts 500 pounds to first, second or third floor, spins truss around Tote-em Pole mast and sets it across span.

For details contact: Ruger Equipment Inc., 615 West 4th Street, Uhrichsville, OH 44683. Call toll free 1-800-25-RUGER; in Ohio 1-800-23-RUGER.

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POWER DRILL LEVEL



A recently introduced, three-level system can turn a hand power drill into a precision hole drill.

By simply attaching this three-level product called the Dril+Level onto the back of any 1/4" or 3/8" hand power drill you can tell at a glance if the drill is not horizontal or vertical.

The level vials are made of acrylic plastic, housed in a rugged ABS plastic case to prevent breakage during normal banging around.

Two pressure sensitive, adhesive-backed, rubber pads attach the product to all popular hand drills.

Retail price is \$5.95 each, postage paid, and is available from Dejon Tool and Products Co., P.O. Box 1346, Lancaster, OH 43130. The product comes with a money-back guarantee.

PANEL GUIDE

A guide covering construction applications of plywood and other structural panels is now available from the American Plywood Association.

The 56-page full-color *APA Design/Construction Guide: Residential and Commercial* includes extensive information on panel applications for floors, walls, siding and roofs. Diagrams and tables cover a number of options applicable to residential and commercial installations. Diaphragms, fire- and wind-resistance, noise control and energy conservation are also discussed.

Selection and specification of APA-trade-marked panels is covered in the book, and new APA panel spacing recommendations are covered.

For a free single copy of *APA Design/Construction Guide: Residential & Commercial*, write the American Plywood Association, P.O. Box 11700, Tacoma, WA, 98411, and request Form E30.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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Regulation and Deregulation: Where's the Line?

How much regulation is too much regulation? And how much deregulation can America afford?

If you have been around Washington, D.C., for a few years, as I have, you realize that governing the world's leading democracy is a complex task. There seems to be a pro and a con for every public issue. Hardly anything is strictly black and white.

Many of the lobbyists who swarm around Capitol Hill are either those who want regulations to protect their clients or those who don't want to be regulated at all.

In the beginning of the American nation, there were few regulations to cause any outcry—the price of postage was regulated by the postmaster general, and few tariffs imposed on imported goods were controlled by the U.S. Customs Service.

Today, the District of Columbia is a beehive of federal government activity. There are more than 200 regulatory agencies—some established by Congress and some by the White House, and all designed to either correct an injustice or set standards for public and private activity.

Workers and their unions, alone, are regulated to some extent by several of these agencies: the National Labor Relations Board, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, the Bureau of Labor and Management Reports, the Federal Mediation and Conciliation Service . . . I could go on through a long list of bureaus and offices which are assigned to regulate certain federal laws and services affecting workers and their jobs.

There's a lot of discussion in Washington these days about government regulations. Are there too many or too few? You'll find the con artists, the patent medicine salesmen, the free-wheeling financial entrepreneurs and the gypsy truckers, just to name four groups, saying there are too many rules and regulations. On the other side of the debates you'll find people like small depositors in savings and loan institutions, workers who suffer injuries on the job and air travelers waiting for hours around airport terminals. These people would appreciate a little more federal regulation.

In many of these debates you'll find liberal Democrats defending regulations and conservative Republicans calling for their elimination. But this is not always true. We have had Republicans supporting our legislative positions regarding employment in the forest products industry and Democrats opposed to our position. We have had Democrats and Republicans alike endorsing our legislative stands regarding employment in the shipyards. One of the most successful regulatory congressional acts affecting construction labor is the Davis-Bacon Act, initiated almost a half century ago by two Republicans.

With this kind of up-and-down and back-and-forth tug of war regarding too-much government and too-little government, you'll find that the United Brotherhood of Carpenters and Joiners of America is not a "me too" organization. We judge a regulation on its merits. You'll not find us taken for granted on Capitol Hill. We have always been, and will continue to be, an organization of craft and industrial workers which studies each issue and each proposed regulation carefully and establish a policy only after serious debate.

We have fought in past years to protect collective bargaining from too much government regulation. Our record in NLRB-monitored elections is good. Our affiliates have filed reports with the U.S. Labor Department as they are required by law, and, though it is often a burdensome task for local secretaries, we have complied with the regulations of the Landrum-Griffin Law.

Ever since the Wagner Act of the 1930s freed organized labor from any of its chains, labor unions have been under the close scrutiny of federal, state and local governments, and the regulations have increased. This has created mountains of paperwork over the years, but labor has borne its burden well.

As I see it, it's time now for our legislators and our government officials to cast a good, hard look at the other side of the seesaw. Take a look at what's happening to America's industrial management, to the brokerage houses on Wall Street and to the small businesses in countless rural communities across the country. Take a look at the maneuverings of deregulated banks.

These are some of the areas in which, I believe, we need consistent and careful regulation and others where there is little or no regulation, but regulation is needed:

Regulation of the food we eat—The days are long past when most North Americans grew their own food. Fast food places dish out all manner of edibles, and there are regulations to control their activities. Fast food operators sometimes complain that "there are regulations covering the type of meat in the hamburgers, the size of the pickle and the number of vitamins." Nevertheless, the public must be able to trust the food they buy and the people who serve it. Much of our food is imported

today; much of it is treated with pesticides. Poultry, seafood and beef must be inspected. The conservatives on Capitol Hill are wrong when they risk the nation's health by proposed budget cuts eliminating food and drug investigations and inspections.

Regulation of the money we bank—Since U.S. banks underwent partial deregulation during the early years of the Reagan Administration, we have seen a tremendous number of bank failures, particularly among small banks in the farm belt. Meanwhile, major banks have been playing merger games, buying out small, convenient banks so that bank officials and shareholders can reap quick monetary rewards. We have seen many banks skirt usury laws by opening up credit card subsidiaries which deal in high, revolving interest rates. We have seen international banks gambling with big loans to third world nations, while collecting interest on the U.S. national debt. Surely more regulation of banks, particularly interstate banks, is needed.

Regulation of the air we breathe, the water we drink—I need not remind many of our construction members about the problems some of our local unions have had with environmental impact studies and environmental regulations. Men have been idled, without paycheck, at power and reclamation projects because certain rare minnows in the stream to be dammed was near to extinction. Our lumber and sawmill members have had to wait for environmental impact studies to be completed before they could begin logging certain new areas of the Pacific Northwest.

Yet, in spite of such setbacks, the United Brotherhood supports many environmental issues—particularly when they concern the future livelihood of our children and future generations.

We have a lot of fishermen and outdoorsmen in the UBC. They support regulations which clean up the water supply and reduce air pollution. Funds which help to clean up the environment perform two worthwhile objectives—they make life more liveable and they provide jobs.

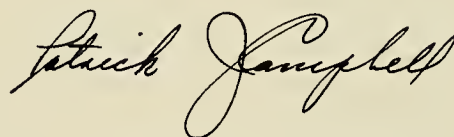
Regulation of the workplace—Unions are currently pushing for a law which will require advance notices from employers when plants are closed. Such legislation is long overdue. Far too many manufacturing corporations are picking up their marbles in one community and moving them to communities with "union-free environments" without so much as a "beg pardon" to the workers left behind. Entire communities are now suffering because of the lack of social responsibility shown by absentee plant owners.

Other regulation of the workplace which must be re-examined concerns the health and safety of workers on the job. As I wrote in the *June Carpenter*, I saw the tragic results of weak job-site inspections and weak state laws when I went to Bridgeport, Conn., to assist our local unions

recovering the bodies of seven of our members at the cave-in of an apartment building. The Occupational Safety and Health Act has been on the books for many years now. More manpower and dedication is needed to carry out its objectives.

Regulation of corporate takeovers—Last month, a corporate raider trying to set up a conglomerate in the travel industry, divested himself of United Airlines, Hertz Rentals and Westin Hotels. While he played the takeover game, pilots, flight attendants, hotel and restaurant employees and other "working stiffs" faced uncertain futures. Anti-takeover laws are needed to curb the merger fever raging through the financial world. This is one of the most pressing problems facing the nation's economy.

So, what I am suggesting, in summary, is that the regulation heat has been on labor and the working population long enough. It's time that legislators and public officials turn their attention to the big money changers of the world, who would do almost anything for a fast buck.



PATRICK J. CAMPBELL
General President



THE FREE RIDER'S CREED

*The dues-paying member is my shepherd; I shall not want.
He provideth me with paid holidays and vacation, so I may
continue to lie down idle in green pastures beside the
still waters.*

He restoreth my back pay.

He guideth my welfare without cost to me.

*Yea, though I alibi and pay no dues from year to year, I fear
no evil, for he pays my way and protecteth me.*

The working conditions he provideth, they comfort me.

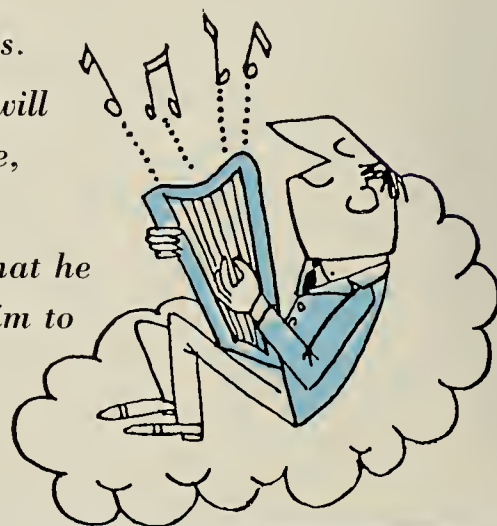
He anointeth my head with the oil of seniority.

He fighteth my battle for pay raises.

Yea, my cup runneth over with benefits.

*Surely, his goodness and union spirit will
follow me all the days of my life,
free of cost.*

*And I shall dwell in the union house that he
hath built forever, and allow him to
pay the bill.*



August, 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

*Calgary prepares
for the
XV Olympic
Winter Games*



IN THIS ISSUE

- *Presidential candidates discuss the U.S. budget deficit*
- *50 years of federal apprenticeship standards*

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In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER

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AUGUST 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Calgary, situated in the Alberta Province of Canada, was selected as the site of the Winter Olympics. Since its selection in 1981, much construction has gone on in preparation for the Games.

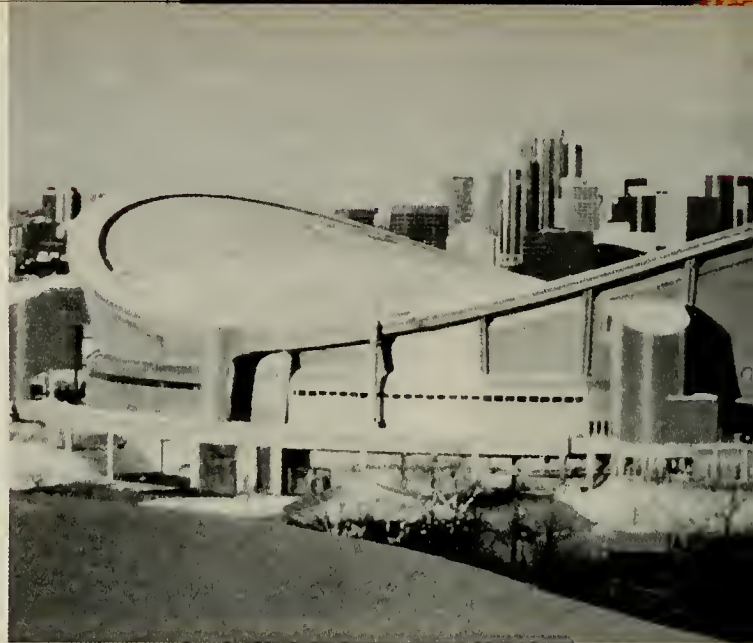
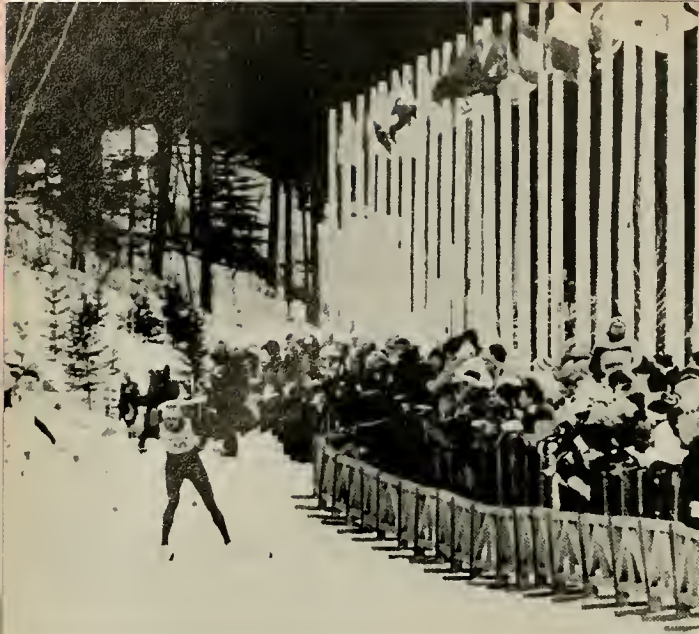
The union-built luge run, pictured on our cover, is one of the construction projects in the Canadian Olympic Park. When building the run, Calgary took every precaution against any warm weather Mother Nature might send during the Games. Both the luge and the bobsled runs contain 40-odd miles of refrigerating pipe. Snow-making equipment was installed on the Alpine runs, and a roof was erected over the speed skating oval.

Lugeing was first introduced to the Olympic Games in 1964. It is a modern concept in iced-track sledding, where speed is the ultimate objective and athletes adopt an aerodynamic prone position. The sleds are made of wood or wood-and-iron construction, with wide runners faced with steel. The luge is ridden in a sitting position and steered with the feet and a hand rope. Top speeds of nearly 93 miles per hour are achieved at some tracks, and races are often won or lost by hundredths or even thousandths of a second.

Lugeing is traditionally a winter sport in Austria and dates back to the 16th century. Single and double-seater events for the first European luge championships were held in 1914 at Reichenfels, Austria.—*photographs from Mach 2 Photography Limited*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





Winter Olympics Put Calgary Back to Work

Times are hard in Calgary, Alberta. It has been called the Houston of the north by some writers, and, like Houston, it's feeling the decline of international oil prices which has put the unemployment rate at 12%. Many professionals are standing in government compensation lines, driving taxis and waiting tables. Or like Frank King, committee chief for the Winter Olympic Games, they work on the Olympic project.

"There's a way around everything," he said, being an oil man himself.

In 1981, Calgary was given the opportunity to host the 1988 Winter Olympics. At the time they were selected, the city was doing \$2 billion a year in construction. But soon after the oil crunch hit, construction fell. Mayor Ralph Klein, a former TV news reporter who became mayor in 1980, said the city was ready when the Olympic construction came along.

"Everything was there. Materials were cheap. The timing worked out well," he said.

So, it is with a sigh of relief that Calgarians look forward to the Winter Olympic Games.

Before construction ever began, the project was guaranteed to remain solvent, unlike the Summer Games held in Montreal in 1976. Canadians are still feeling the effects of the billion dollar debt left from the '76 Games. The Calgary games fell into a television contract with ABC for \$309 million and

\$350 million worth of government contributions. To be figured in is another \$76 million from sponsors, licensees and donors and \$36 million from ticket sales.

With this preset budget, Calgary officials have been able to turn the city on the prairie into a winter sporting center where there previously has not been one. Situated 65 miles east of the Rockies, Calgary has no particular tradition in winter sports, with no real history even of snow in significant amounts and with weather that can go impulsively balmy in the dead of winter. According to some, Calgary may be a new breed of Winter Olympic sites, chosen for location and adaptability rather than tradition.

Calgary has proven this when they hosted the women's World Cup downhill races in March which served as the first international test of the ski slopes at Mount Allan. This year was a banner chinook year. Chinooks are clouds of warm air from the Pacific that occasionally come over the mountains dumping 60-degree air on Canada. For 81 straight days, starting back before Christmas, temperatures were above normal. The worst came before the race was scheduled to begin. Organizers watched their worst fears come to life as snow ran off the mountain in gushing gullies. They managed to get one downhill race in by nighttime snow-making and great snow-moving and grooming efforts.

Olympic officials are hoping that 1988 will not be a repeat. The games have been lengthened from the traditional 12 days to 16 days to accommodate television viewers. The extra time should allow for any repairs to be made on the mountain due to warm weather.

Calgary has taken out most of the weather ifs by installing 40-odd miles of refrigeration pipe in the bobsled and luge runs, snow-making equipment on the Alpine runs and a roof over the massive speed skating oval.

Calgary has a history of being a cow town and part of the wild Canadian West, hosting the Calgary Stampede, a 10-day rodeo and cowboy show that draws 1 million people every July. Not being known as a center for winter sports, it has had to create a winter sporting atmosphere. Already present was the Saddledome, home of the Calgary Flames hockey team and site for figure skating events. The University of Calgary football stadium, one of the few pre-existing sites, is being expanded to use for the opening and closing ceremonies.

A media village was built to house 5,000 journalists and sets across the highway from the newly built ski jump by Atco Industries. Industrial Local 13002 members were involved in this project. Other members of Local 2103 participated in the construction of the ski run and jumps, the luge run, the speed skating oval, and housing and educational facilities on the University



Cross-country skiers test the Canmore Nordic Center in preparation for next winter's Olympic Games. The \$14.3 million center will be the site for the cross-country skiing, biathlon and the skiing competitions. • Calgary's Saddledome, reported to have the world's largest concrete suspension roof, will be the site of the hockey and figure skating. It seats 17,000 spectators and is located in downtown Calgary near the Bow River. • At upper right, world class competitors test a ski jump. The Calgary jumps have plastic surfaces to allow summer jumping, but warm chinook winds blowing down the east slopes of the Rockies have already created problems. Last winter, the ice base for the 70-meter jump had to be rebuilt three times.—Photographs from Wide World and the Washington Post.

of Calgary campus.

Mount Allan was turned into ski runs with parking lots, lodges, snow-making gear and lifts. A few miles away is Canmore, the Nordic skiing center, regarded by some as the toughest, fastest cross country course in the world.

The first indoor speed skating oval, a huge double field house that could encompass two football fields, has been added to the campus of the University of Calgary. Another addition to the campus was a new dorm section to help house the athletes who will be staying on the campus.

In January 1986, the \$5 million state-of-the-art Calgary Olympic Centre opened, offering theatre facilities, animated exhibits, graphic displays, meeting rooms, office space and a central reception area.

Being used to a flood of people in their city due to the Calgary Stampede, the hospitality industry is ready. There are numerous hotels and bed and breakfasts in addition to rooms available in private homes. The city is also capable and used to handling the influx of traffic.

Once the torch has been extinguished for another four years, Calgary will join its predecessors—Innsbruck, Lake Placid, Sarajevo—cities whose fame was assured after hosting the competitions. It will no longer be known as the Canadian cow town 200 miles north of Missoula, Mont., but rather Calgary, the town that hosted the 1988 Winter Olympics.

Labor Calls for New U.S. Revenues To Come from Business, Wealthy

In raising revenue to cut America's federal deficit and meet the nation's needs, Congress should be guided by the principle of ability to pay, the AFL-CIO said recently.

AFL-CIO chief economist Rudy Oswald urged the House Ways and Means Committee to reject "any new or expanded sales, excise or other consumption taxes as regressive and contrary to the goal of tax justice and the intent of Congress in enacting the 1986 reforms."

He said the federation also strongly opposes any renewed attempts to tax employer-provided benefits like health insurance.

Instead, Oswald urged that the revenue be sought by closing additional tax loopholes enjoyed by the wealthy and corporations, and by maintaining current business and top individual tax rates, scheduled to decline further under the 1986 tax reforms.

The budget plan adopted by Congress calls for \$19.3 billion in new revenue for Fiscal 1988 and \$64.3 billion over three years. The staff of the tax-writing Ways and Means panel produced a list of more than 100 revenue-raising options drawn

from President Reagan's budget request, suggestions of committee members, and rejected tax proposals from previous years.

The AFL-CIO condemned as "grossly unfair" proposals to tax employee benefits.

"To tax health and life insurance, pensions, education, legal services, child care and other employer-paid benefits as if they were income would destroy established social policy without providing an alternative," the federation charged.

Raising excise taxes on gasoline, cigarettes, alcohol and telephone use has been high on the list of options weighed by the committee. But "such taxes put an unfair burden on low and moderate-income consumers who are less able to pay the additional taxes," Oswald said.

The Citizens for Tax Justice (CTJ) recently issued a study showing that a \$19 billion-range increase in excise taxes would "eliminate the entire reduction gained under the 1986 tax reform for families with incomes under \$30,000." CTJ is a research group backed by labor, public interest, church and other organizations.

An Apprenticeship Anniversary



Vocational instruction in public schools increased early in the 20th Century after Congress and the states passed laws outlawing child labor.

The National Apprenticeship Act

TO ENABLE the Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the states in the promotion of such standards.

BE IT ENACTED BY THE SENATE AND HOUSE OF REPRESENTATIVES OF THE UNITED STATES OF AMERICA IN CONGRESS ASSEMBLED, that the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of programs of apprenticeship, to cooperate with state agencies engaged in the formulation and promotion of standards of apprenticeship, and to cooperate with the National Youth Administration and with the Office of Education of the Department of the Interior in accordance with section 6 of the Act of February 23, 1917 (39 Stat. 932), as amended by Executive Order Numbered 6166, June 10, 1933, issued pursuant to an Act of June 30, 1932 (47 Stat. 414) as amended.

Sec. 2. The Secretary of Labor may publish information relating to existing and proposed labor standards of apprenticeship, and may appoint national ad-

visory committees to serve without compensation. Such committees shall include representatives of employers, representatives of labor, educators, and officers of other executive departments, with the consent of the head of any such department.

Sec. 3. On and after the effective date of this Act the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprentice training and shall transfer all records and papers relating to such activities to the custody of the Department of Labor. The Secretary of Labor is authorized to appoint such employees as he may from time to time find necessary for the administration of this Act, with regard to existing laws applicable to the appointment and compensation of employees of the United States: *Provided, however,* That he may appoint persons now employed in the division of apprentice training of the National Youth Administration upon certification by the Civil Service Commission of their qualifications after nonassembled examinations.

Sec. 4. This Act shall take effect on July 1, 1937, or as soon thereafter as it shall be approved.

Approved, August 16, 1937.

Fifty years ago, this month, the U.S. Congress made official what America's skilled trades had been practicing unofficially ever since the first carpenters arrived in the New World in 1620 aboard the *Mayflower*.

The House and Senate approved the Fitzgerald Act, introduced by a Connecticut senator and signed on August 16, 1937 by President Franklin D. Roosevelt.

What the Fitzgerald Act did was give official recognition for the first time to apprenticeship training as a method of preparing young people for skilled vocations. It established standards for apprenticeship training and eventually it created the Bureau of Apprenticeship and Training, familiarly known as BAT, in the U.S. Department of Labor to maintain standards and encourage such vocational training.

By this action the Congress responded to 56 years of effort by early labor unions to obtain uniform apprentice laws in the United States.

The platform of the Federation of Organized Trades and Labor Unions of the United States and Canada, meeting in Pittsburgh, Pa., in 1881, the year the UBC was founded, contained this statement: "Necessity demands the enactment of uniform apprentice laws throughout the country; that the apprentice to a mechanical trade may be made to serve a sufficient term of apprenticeship, from three to five years, and that he be provided by his employer, in his progress to maturity, with proper and sufficient facilities to finish him as a competent workman."

"Proper and sufficient facilities" in those early days covered a lot of evils. Apprentice bakers were sometimes forced to sleep in rat-infested storerooms behind cellar bakeries. Apprentice clerks were often forced to attend the church of their employers' choice, have their shoes polished to a high shine, and required to work a six-day week of 10 hours and more per day. Apprentice seamen were literally at the mercy of a ship's master.

The U.S. and Canadian systems of enlisting young people as indentured apprentices goes back to the countries of Europe, whose emigrants flooded North America two and three centuries ago. Agreements were signed between masters, called journeymen or master

builders, for example, and entering apprentices. Often sons followed in the footsteps of their fathers. A good master kept records of an apprentice's job experience and his schooling as he served out his time. A bad master cheated a bit to get more work at apprentice wages.

The United Brotherhood and several other unions for which apprenticeship training was traditional were concerned about training standards from their very beginning, and they were also concerned about local economic conditions which tended to destabilize training programs.

General President William Hutcheson told delegates to the Brotherhood's 23rd General Convention, "Our Brotherhood has always been a strong advocate of the apprenticeship system, but during the period of unemployment the manner of dealing with apprentices in various localities practically collapsed, with the result that today our apprentices and our apprenticeship system is practically nil." He urged local unions to do everything possible to assure the craft and the industry of qualified mechanics.

When it became evident to union employers that they could not use the formal apprenticeship system to limit wage increases, many tended to lose interest in it. Small contractors sometimes found it difficult to provide steady employment for apprentices.

Almost every UBC convention has dealt with apprenticeship problems. In 1909 the general executive board recommended that no one over the age of

21 years be admitted as an apprentice and that there be a minimum training term of three years. In 1912, however, a resolution was adopted and ratified setting a four-year term, initiated between the ages of 17 and 22, with the number of apprentices and the wage level to be set by each district council for its own locality. Any apprentice breaking the agreement was to be barred from Brotherhood membership.

The upper age limit was moved up to 25 at a later convention in Pittsburgh, Pa. At a San Francisco convention special apprentice working cards were authorized and ratios of apprentices to journeymen were established.

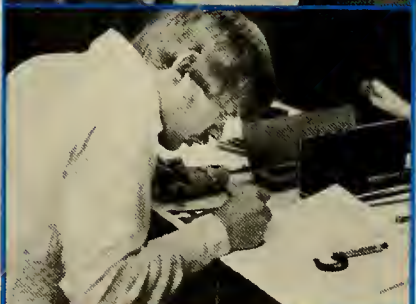
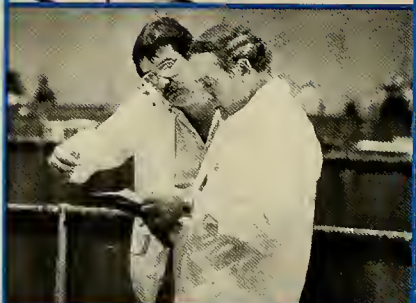
Many years before, in 1907, Congress passed what was known as the Smith-Hughes Act. The purpose of this legislation was to provide supplementary training at the state level for apprentices in various occupations. Under this law a state board of education was provided for in each state, and the Federal government and each state was to provide equally for the funding.

At the General Convention in 1936, First General Vice President George Lakey reported that, since 1928, the Brotherhood had had a number of well-established apprenticeship training schools throughout North America.

"But by 1930," he noted, "which was during the depth of the depression, our members objected to apprentices working while journeymen walked the streets. There has been a tendency upon the part of contractors to keep apprentices at work rather than pay journeymen-

Continued on Page 13

A century ago, many employers complained that they were handicapped by the reluctance of unions to cooperate in the training of young workers. An antiunion cartoon of the 1880s, below, suggested, however, that labor leaders stood around on street corners, indifferent toward youngsters eager to learn useful trades. Labor leaders, however insisted that plant and construction-site foremen disregarded or sabotaged apprenticeship instruction standards and that child labor laws were needed.



Washington Report



COURT BACKS WORKER RIGHTS

Ruling in favor of labor's position in two decisions, the Supreme Court upheld workers' severance rights in cases of plant closings and runaway shops, and workers' collective bargaining rights in corporate reorganizations.

In the first case, the Supreme Court in a 5-4 ruling upheld a Maine law requiring employers to pay severance benefits to workers laid off in a plant closing or relocation.

Although the ruling affects only Maine, it could spur passage of similar laws by other states. In 1986, 18 state legislatures considered bills to cushion the effects of plant closings, mass layoffs and relocations, including mandatory severance pay and continuation of health insurance benefits.

In the second case, the high court in a 6-3 decision upheld the National Labor Relations Board's practice of requiring a company that buys a failed business or otherwise takes over another firm's assets to recognize and bargain with the union representing the predecessor's employees.

That successorship decision is especially important in the current period of corporate takeovers, mergers, spinoffs and other frequent ownership changes. The court upheld the NLRB's interpretation of a landmark 1972 Supreme Court ruling when the board ordered a Fall River, Mass., firm to bargain with the United Textile Workers.

RETURN TO SENDER

Visitors to the U.S. Capitol can go to the Senate gift shop and purchase picture postcards featuring the Iwo Jima memorial—commemorating one of the great battles against Japan in World War II.

The postcards were printed in Japan.

It "doesn't make sense," Sen. Robert W. Kasten, Wisconsin Republican, said in a speech on the Senate floor. "Do we see 'Remember the Alamo' cards printed in Mexico? Has anyone heard of Fourth of July calendars printed in Britain?"

The Republican senator suggested that the Senate consider made-in-the-U.S.A. postcards, adding that American visitors must be confused by the Japanese imports "after hearing our speeches on the trade deficit."

UNEMPLOYMENT TAX DROP

Secretary of Labor William Brock has announced a reduction in the rate of Federal unemployment tax for U.S. employers, beginning January 1, 1988.

Under the Federal Unemployment Tax Act (FUTA), employers pay taxes to fund administrative costs of state employment security programs, and the federal share of extended benefits. Next year, the rate of taxes they pay decreases from 0.8% to 0.6%.

During the recession of the mid-1970s, the Unemployment Insurance Trust Fund was forced to borrow large amounts of money from the general fund of the U.S. Treasury. This was necessary to pay for the federal share of the permanent program for extended benefits, and the temporary Federal Supplement Benefits program.

In 1977, the debt owed to the U.S. Treasury reached \$8.7 billion. Congress then increased the FUTA rate, for employers, to repay the debt. This increase was to have been in effect until the debt was eliminated.

Secretary Brock has asked Treasury Secretary Baker to make the final repayment on the debt.

TUNA TARIFF TROUBLES

Under present tariff regulations, it makes a difference to Maritime Trades unions whether you eat canned tuna packed in oil or canned tuna packed in water. Tuna packed in oil is charged an import duty of 35%, while tuna packed in water is charged a duty of only 6%.

Frank Drozak, president of the AFL-CIO Maritime Trades Department, recently told the House Subcommittee on Trade that the unbalanced tariff structure on the popular seafood is working against the domestic industry. He pointed out that imports of canned tuna have increased nearly 300% since 1979 and that they account for about 27% of U.S. consumption. As a consequence, many tuna vessels, baitboats and purse seiners have been tied up. The number of canneries have declined from 22 to eight.

Drozak told the Congress that legislation is needed to equalize the import duties on oil-packed and water-packed tuna, if U.S. maritime workers are to compete with their highly subsidized foreign counterparts.

EXCAVATION STANDARDS

The U.S. Department of Labor's Occupational Safety and Health Administration has extended the comment period to October 14 for its proposed revision of rules covering excavation work, including trenching, one of the most hazardous jobs in the construction industry.

The public comment period, originally scheduled to end June 15, was extended to ensure that interested persons have ample opportunity to participate in the rulemaking process.

The public hearing request period has also been extended to the same date, and procedures for submitting public requests have been clarified. Requests for a hearing must: list name and address of the requester; outline the specific provisions a request involves; and give a detailed summary of the evidence to be considered.



targeted by the UBC

Paper industry general contractor has strong antiunion commitment

In a recent letter to Building Trades' general presidents, UBC General President Patrick J. Campbell outlined the threat to union members in the paper industry posed by the industry's largest general contractor, BE & K Construction. Campbell cited BE & K's role in the destruction of fair construction work standards in the industry and its growing role as a strikebreaker for various forest product companies engaged in labor disputes with production employees.

"Failure to address these problems head-on and in an aggressive fashion will ensure the continued decline of the standard of living of all who work in the industry," Campbell stated in his letter to the union officers.

In response to the growing menace posed by BE & K, the Brotherhood has made BE & K the target of a national campaign designed to forcefully respond to its anti-union activities. The campaign will include jobsite actions against BE & K at each location where BE & K is performing construction work, and public exposure of construction users of BE & K, as well as "corporate and economic" campaign actions against BE & K and related companies. At present, there are a growing number of heated disputes with BE & K at numerous locations in the United States and Canada which will be coordinated as part of the national campaign.

BE & K's Rapid Growth

While BE & K has been in existence since 1972, it wasn't until the 1980's that the company began to experience rapid growth in the pulp and paper industry. Started in 1972 by three former employees of Rust Engineering, Christopher P. Bolvig, William F. Edmonds and Ted C. Kennedy (the company takes its name from these individuals' last initials), its early operations

were confined to work in the Southeast paper industry. Today, with \$637.4 million in contracts, BE & K competes for and performs work in every region of the country and recently secured its first paper industry project for Weyerhaeuser Company in Canada.

Although performing work almost exclusively in the paper industry, the award of a \$350 million steel mill project in Pittsburg, Calif., by USS-POSCO Industries, a joint venture of USX (formerly US Steel) and Pohang Steel of Korea, marks BE & K's entry into a new area of industrial construction. Through various corporate subsidiaries, affiliates and joint ventures, BE & K participates in commercial construction, cable communications operations, and provides engineering and consulting services to the paper industry.

Anti-Union Posture Clear

BE & K's strong anti-union commitment is revealed by both its words and actions. BE & K's president and founder, Ted C. Kennedy, was formerly president of the Associated Builders and Contractors, the nation's most prominent non-union contractors association. BE & K and Kennedy have

continued to play active roles in the non-union contractor's group. A recent edition of the *Engineering News Record* (March 19, 1987) indicates that Kennedy accepted the chairmanship of a newly established "emergency panel" formed by the ABC to fight Building Trades organizing initiatives. BE & K's commitment to the anti-union fight is reflected by the fact that its communications director and ABC board member, Scott R. Robertson, quickly contributed \$25,000 to support these anti-union initiatives.

BE & K Challenged

From Maine to Florida to California to Canada, Brotherhood members and affiliates have taken a stand against BE & K. At jobsites throughout the country, BE & K's non-union construction practices and its growing strikebreaking role are being aggressively challenged.

In Pittsburg, Calif., where BE & K was awarded a \$350 million construction contract along with Eichleay and Daemlin Company, the Bay Area District Council has lead the fight against BE & K. Demonstrations at the Korean Embassy in San Francisco, jobsite pickets, environmental challenges, com-

BE & K's president and founder, Ted C. Kennedy, who is also a former president of ABC, is welcomed to the White House by President Ronald Reagan. Other ABC leaders beam. From left in the background are John Fielder, Hubert Harris and Director of Government Relations Michael Schoor.





Florida Carpenters, left, above, conduct informational picketing at the entrance to a Georgia-Pacific kraft paper mill in Palatka, Fla., where BE & K was performing a three-week shutdown job with out-of-state workers. In the picture at right, three Millwright members of Local 1021 joined with a crowd of North Saskatchewan Building Tradesmen to stage a rally in Kinsmen Park, Prince Albert, Sask., in an effort to make other union members and the general public aware that Weyerhaeuser Canada, owners of Prince Albert Pulp Co. Ltd. had awarded a contract for mill expansion to BE & K Construction, a non-union firm from Birmingham, Ala., which, in turn, was using Quadra Co. as a labor broker. In the picture are Clarence George, Rick Bromstad and John Stefanski.

munity outreach efforts and good media work are parts of the comprehensive program initiated by the Council. Mike Munoz, the coordinator of the Council's BE & K effort, reports that the job, which began recently is already months behind schedule.

Beginning in May of this year, union members in Florida established an informational picket at Georgia-Pacific's kraft mill in Palatka, Fla., where BE & K was performing a three-week shutdown job. Charlie Padgett and George Williams, state organizers for the UBC, were able to document the high percentage of out-of-state workers used by BE & K on the job and translate that into an effective community issue. The presence of out-of-state workers was well documented in the press, putting both Georgia-Pacific and BE & K on the defensive.

Canadian Activities

BE & K has begun to spread its non-union operations into Canada, where it received a contract from Weyerhaeuser Company for a \$250 million paper mill project in Prince Albert, Sask. The contract for the installation of a new paper machine was awarded to BE & K despite the fact that the low bidder on the job was a union contractor with considerable experience in the paper industry. Ironically, Weyerhaeuser recently obtained this paper mill from the provincial government under an agreement that allows them to forego payment on the purchase until the plant

turns a profit. Political opposition to the award has developed and public demonstrations against BE & K's presence have been held, reports UBC Representative Leo Fritz, who is working

Company emerging as major strikebreaker for various forest products companies engaged in labor disputes with production employees in the United States and Canada.

with the North Saskatchewan Building Trades on the project. A drug abuse policy issued by BE & K on the Prince Albert job, which states that every worker employed on the jobsite must submit to a urine drug screen test as a condition of employment, has been strongly protested by the Trades.

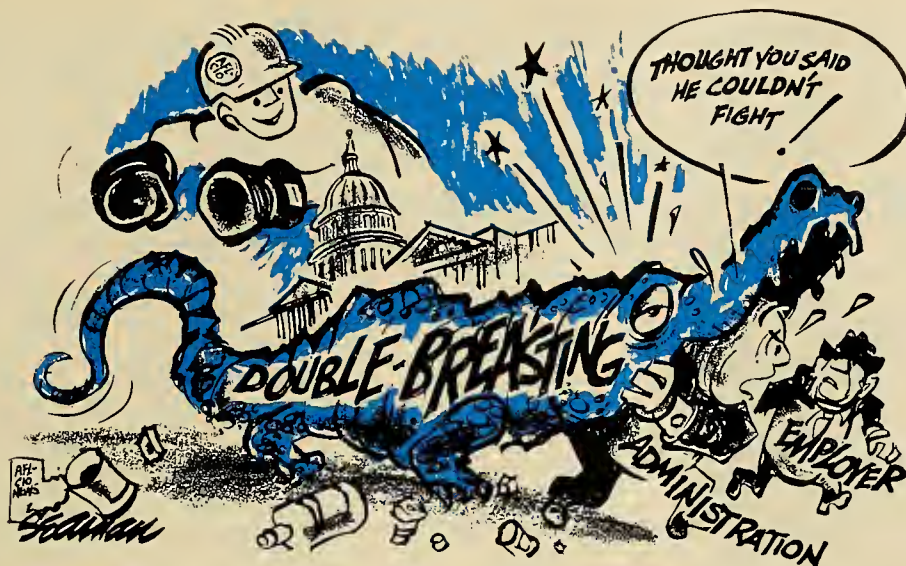
Strikebreaking Role

Last summer, the Paperworkers at Boise Cascade's paper mill in Rumford, Maine, struck the company over a contract dispute. With nearly 1,200 workers on strike, Boise Cascade was able to run the mill with the assistance of BE

& K which was brought in to run equipment and train strikebreakers hired by the company. A deposition of a BE & K employee on the project indicated that in strike situations BE & K is able to draw from a computerized database workers who have performed work in struck mills on previous occasions. An attorney for the Paperworkers reported that when the strike was ended 450 Paperworker members had been permanently replaced, the first time a worker has been permanently replaced in the history of the state of Maine.

The situation is repeating itself again this summer, as BE & K has been retained by International Paper Company ("IP") at its Jay, Maine, facility, where the Paperworkers are on strike and at its Mobile, Ala., mill where the Paperworkers are presently locked out by IP. Late reports indicate BE & K is moving into other IP facilities where upcoming production worker negotiations are scheduled.

A machine technician from Texas brought in by BE & K to work at the struck facility in Jay, Maine, abandoned the job after a few days and revealed BE & K's "strikebreaking" role to the press. The technician described deplorable living and working conditions in the plant, and indicated that BE & K was well-schooled in its role of operating paper facilities in strike situations. He indicated that the \$1,500 to \$1,600 per week the BE & K employees were earning for their work was not worth working in the degrading conditions he experienced.



Legislation to Bar 'Double-Breasting' in Construction Clears House 227-197

NOW IT FACES SENATE FILIBUSTER AND VETO THREATS

A bill to protect union jobs and standards in the construction industry by preventing union contractors from siphoning work to non-union subsidiaries and by strengthening "pre-hire" agreements cleared the House on a 227-197 vote.

Legislation to ban "double-breasting," the Construction Industry Contract Security Act, has been among organized labor's top priorities in recent years. The House last year passed a similar bill by roughly the same margin, but the bill went nowhere in the then-Republican-controlled Senate.

Voting for the bill, H.R. 281, were 200 Democrats and 27 Republicans. It was opposed by 148 Republicans and 49 Democrats. A companion bill, S. 492, is expected to reach the Senate floor this year, where it may face a GOP filibuster. It also faces a veto threat by President Reagan.

The filibuster threat came from Senate Minority Leader Robert A. Dole (R-Kan.) and Senator Orrin G. Hatch (R-Utah). Earlier this year, Dole appeared at a National Right-to-Work Committee press conference and pledged to back a Senate filibuster. Senate sponsors of the bill include Republicans Alfonse D'Amato (N.Y.) and Lowell P. Weicker (Conn.) as well as Democrats Edward M. Kennedy (Mass.) and Bill Bradley (N.J.).

Building Trades President Robert A. Georgine, urging the Senate to follow the House action, said construction workers shouldn't be "exploited or used in the shell game created by employers." Georgine said the bill would compel employers to "live up to the terms of contracts that they themselves agreed to" and would end a practice "deliberately designed to destroy trade unions and, in the process, reduce wages and exploit workers."

Georgine told a House panel earlier this year that the double-breasting problem has been worsening in recent years. He cited a trade publication, the *Engineering News Record*, which reported last year that 20 of the nation's top union contractors now have non-union affiliates. According to the Labor Dept., the percentage of construction workers who are members of craft unions fell from about 36% in 1977 to 22% in 1986.

Georgine also testified that the bill is needed to affirm the legality of construction industry pre-hire agreements, which Congress authorized in 1959, but which have been weakened by National Labor Relations Board rulings beginning in the early 1970s. Pre-hire agreements typically establish wage scales and work rules, and provide for hiring through the union.

The bill bars employers from repudiating pre-hire agreements unless the

workers vote to decertify the union and also requires employers to bargain with the union after a pact has expired unless the workers vote the union out. The NLRB ruled earlier this year that employers don't have to engage in such bargaining once the original pre-hire agreement expires.

The legislation would bar double-breasting by specifying that multiple construction firms in a geographical area should be considered a single employer, if they have common ownership, management or control. Employers of both union and non-union affiliates would be brought under the terms of the union contract.

In the House debate on the bill, Rep. Richard K. Armey (R-Texas) said "If you vote 'yes' on this legislation, you vote 'yes' on compulsory unionism, you vote 'yes' against the rights of workers and in favor of the extension of power of unions in this country."

Rep. William L. Clay (D-Mo), the bill's sponsor, replied that H.R. 281 merely requires that construction industry employers "live up to their contractual agreements."

Before the final vote on June 17, the House decisively defeated three Republican amendments to weaken or gut the measure. The amendments were offered by Reps. Marge Roukema (N.J.), Steve Bartlett (Texas), and James Jeffords (Vt.).

UBC

The Vote on House Legislation to Ban Double Breasting

If your Congressman/woman voted YES on H.R. 281, the double-breasting bill, please thank him/her. If he or she voted NO, let them know how dissappointed you are. This is how they voted:

Among the 227 members who voted 'YES' were:

Ackerman (D-NY)	Frost (D-TX)	Owens, Major (D-NY)	Dorgan, Byron (D-ND)	Mfume (D-MD)
Akaka (D-HI)	Gallo (R-NJ)	Owens, Wayne (D-UT)	Dowdy, Wayne (D-MS)	Miller, George (D-CA)
Alexander (D-AR)	Garcia (D-NY)	Panetta (D-CA)	Downey, Thomas (D-NY)	Miller, John (R-WA)
Anderson, Glenn (D-CA)	Gaydos (D-PA)	Pashayan (R-CA)	Durbin (D-IL)	Mineta (D-CA)
Andrews, Michael (D-TX)	Gejdenson (D-CT)	Pease (D-OH)	Dwyer, Bernard (D-NJ)	Moakley (D-MA)
Annunzio (D-IL)	Gephardt (D-MO)	Pelosi (D-CA)	Dymally, Mervyn (D-CA)	Molinari (R-NY)
Applegate (D-OH)	Gilman (R-NY)	Penny (D-MN)	Dyson (D-MD)	Mollohan (D-WV)
Aspin (D-WI)	Glickman (D-KS)	Pepper (D-FL)	Early (D-MA)	Moody (D-WI)
Atkins (D-MA)	Gonzalez (D-TX)	Perkins (D-KY)	Eckart, Dennis (D-OH)	Morrison, Bruce (D-CT)
Aucoin (D-OR)	Gordon (D-TN)	Pickett (D-VA)	Edwards, Don (D-CA)	Skaggs (D-CO)
Bates (D-CA)	Gray, Kenneth (D-IL)	Pickle (D-TX)	Erdreich (D-AL)	Skelton (D-MO)
Beilenson (D-CA)	Gray, William (D-PA)	Price, Melvin (D-IL)	Espy (D-MS)	Slattery (D-KS)
Bennett (D-FL)	Green (R-NY)	Rahall, Nick Joe (D-WV)	Evans, Lane (D-IL)	Smith, Christopher (R-NJ)
Bentley (R-MD)	Guarini (D-NJ)	Richardson (D-NM)	Fascell (D-FL)	Smith, Lawrence (D-FL)
Berman (D-CA)	Hall, Tony (D-OH)	Ridge (R-PA)	Fazio (D-CA)	Smith, Neal (D-IA)
Bevill (D-AL)	Harris (D-AL)	Rinaldo (R-NJ)	Feighan (D-OH)	Solarz (D-NY)
Biaggi (D-NY)	Hawkins, Augustus (D-CA)	Robinson (D-AR)	Fish (R-NY)	St Germain (D-RI)
Bilbray (D-NV)	Hayes, Charles A. (D-IL)	Rodino (D-NJ)	Flake (D-NY)	Staggers, Jr. (D-WV)
Boggs (D-LA)	Hertel (D-MI)	Roe (D-NJ)	Flippo (D-AL)	Stark (D-CA)
Boland (D-MA)	Hochbruckner (D-NY)	Rowland, John (R-CT)	Florio (D-NJ)	Stokes (D-OH)
Bonker (D-WA)	Horton (R-NY)	Roybal (D-CA)	Klecza (D-WI)	Stratton (D-NY)
Borski (D-PA)	Houghton (R-NY)	Russo (D-IL)	Kolter (D-PA)	Studds (D-MA)
Bosco (D-CA)	Howard (D-NJ)	Sabo (D-MN)	Kostmayer (D-PA)	Swift (D-WA)
Boucher (D-VA)	Hoyer (D-MD)	Savage (D-IL)	Lafalce (D-NY)	Torres (D-CA)
Boxer (D-CA)	Hughes (D-NJ)	Sawyer (D-OH)	Lantos (D-CA)	Towns (D-NY)
Brennan (D-ME)	Jacobs (D-IN)	Scheuer (D-NY)	Lehman, Richard (D-CA)	Trafficant (D-OH)
Brooks (D-TX)	Johnson, Nancy (R-CT)	Schneider (R-RI)	Lehman, William (D-FL)	Traxler (D-MI)
Brown, George (D-CA)	Johnson, Timothy P. (D-SD)	Schroeder (D-CO)	Leland (D-TX)	Udall (D-AZ)
Bruce (D-IL)	Jones, Walter (D-NC)	Schumer (D-NY)	Lent (R-NY)	Vento (D-MN)
Bryant (D-TX)	Jontz (D-IN)	Sharp (D-IN)	Levine, Mel (D-CA)	Visclosky (D-IN)
Bustamante (D-TX)	Kanjorski (D-PA)	Sikorski (D-MN)	Levin, Sander (D-MI)	Volkmer (D-MO)
Campbell (D-CO)	Kaptur (D-OH)	Conte (R-MA)	Lewis, John (D-GA)	Walgren (D-PA)
Cardin (R-MD)	Kastenmeier (D-WI)	Conyers (D-MI)	Lipinski (D-IL)	Waxman (D-CA)
Carper (D-DE)	Kennedy, Joseph (D-MA)	Courter (R-NJ)	Lowry, Mike (D-WA)	Weiss (D-NY)
Carr (D-MI)	Kennelly (D-CT)	Coyne, William (D-PA)	Lukens, Thomas (D-OH)	Weldon (R-PA)
Chapman (D-TX)	Kildee (D-MI)	Crockett (D-MI)	Manton (D-NY)	Wheat (D-MO)
Clarke (D-NC)	Morrison, Sid (R-WA)	Davis, Jack (R-IL)	Markey (D-MA)	Williams, Pat (D-MT)
Clay (D-MO)	Mrazek (D-NY)	Davis, Robert (R-IL)	Martinez (D-CA)	Wilson, Charles (D-TX)
Coelho (D-CA)	Murphy (D-PA)	De Fazio (D-OR)	Martin, David (R-NY)	Wise (D-WV)
Coleman, Ronald (D-TX)	Murtha (D-PA)	De La Garza (D-TX)	Matsui (D-CA)	Wolpe, Howard (D-MI)
Collins, Cardiss (D-IL)	Nagle (D-IA)	Dellums (D-CA)	Mavroules (D-MA)	Wyden (D-OR)
Foglietta (D-PA)	Natcher (D-KY)	Dicks (D-WA)	McCloskey (D-IN)	Yates (D-IL)
Foley (D-WA)	Nowak (D-NY)	Dingell (D-MI)	McDade (R-PA)	Yatron (D-PA)
Ford, Harold (D-TN)	Oaker (D-OH)	Dioguardi (R-NY)	McGrath (R-NY)	
Ford, William (D-MI)	Oberstar (D-MN)	Dixon, Julian (D-CA)	McHugh (D-NY)	
Frank (D-MA)	Obey (D-WI)	Donnelly, Brian (D-MA)	McMillen, Tom (D-MD)	

Among the 197 members who voted 'NO' were:

Anthony (D-AR)	Hayes, James A. (D-LA)	Petri (R-WI)	Chandler (R-WA)	Edwards, Mickey (R-OK)
Archer (R-TX)	Hefley (R-CO)	Porter (R-IL)	Chappell (D-FL)	Emerson (R-MO)
Armey (R-TX)	Hefner (D-NC)	Price, David (D-NC)	Cheney (R-WY)	English (D-OK)
Badham (R-CA)	Henry (R-MI)	Pursell (R-MI)	Clinger (R-PA)	Fawell (R-IL)
Baker (R-LA)	Herger (R-CA)	Quillen (R-TN)	Coats (R-IN)	Fields (R-TX)
Ballenger (R-NC)	Hiler (R-IN)	Ravenel, Jr. (R-SC)	Coble (R-NC)	Frenzel (R-MN)
Barnard (D-GA)	Holloway (R-LA)	Regula (R-OH)	Coleman, Thomas (R-MO)	Gallegly (R-CA)
Bartlett (R-TX)	Hopkins (R-KY)	Rhodes, III (R-AZ)	Combest (R-TX)	Gekas (R-PA)
Barton (R-TX)	Hubbard (D-KY)	Ritter (R-PA)	Cooper (D-TN)	Gibbons (D-FL)
Bateman (R-VA)	Huckaby (D-LA)	Roberts, Pat (R-KS)	Coughlin (R-PA)	Gingrich (R-GA)
Bereuter (R-NE)	Hunter (R-CA)	Roemer (D-LA)	Craig (R-ID)	Goodling (R-PA)
Bilirakis (R-FL)	Hutto (D-FL)	Rogers (R-KY)	Crane, Philip (R-IL)	Gradison (R-OH)
Bliley (R-VA)	Hyde (R-IL)	Rose (D-NC)	Dannemeyer (R-CA)	Grandy (R-IA)
Boehlert (R-NY)	Inhofe (R-OK)	Roth, Toby (R-WI)	Darden (D-GA)	Grant (D-FL)
Boulter (R-TX)	Ireland (R-FL)	Roukema (R-NJ)	Daub (R-NE)	Gregg (R-NH)
Broomfield (R-MI)	Jeffords (R-VT)	Rowland, Roy (D-GA)	Delay (R-TX)	Gunderson (R-WI)
Brown, Hank (R-CO)	Jenkins (D-GA)	Saiki (R-HI)	Derrick (D-SC)	Hall, Ralph (D-TX)
Buechner (R-MO)	Jones, Ed (D-TN)	Saxton (R-NJ)	Dewine (R-OH)	Hamilton (D-IN)
Bunning (R-KY)	Kasich (R-OH)	Schaefer (R-CO)	Dickinson (R-AL)	Hammerschmidt (R-AR)
Burton, Dan (R-IN)	Kemp (R-NY)	Schuette (R-MI)	Dorman, Robert (R-CA)	Hansen, James (R-UT)
Byron (D-MD)	Kolbe (R-AZ)	Schulze (R-PA)	Dreier, David (R-CA)	Hastert (R-IL)
Callahan (R-AL)	Konnyu (R-CA)	Sensenbrenner (R-WI)	Duncan (R-TN)	Hatcher (D-GA)

Kyl (R-AZ)	Martin, Lynn (R-IL)	Oxley (R-OH)	Stangeland (R-MN)	Valentine (D-NC)
Lagomarsino (R-CA)	Mazzoli (D-KY)	Packard (R-CA)	Stenholm (D-TX)	Vander Jagt (R-MI)
Lancaster (D-NC)	McCandless (R-CA)	Parris (R-VA)	Stump (R-AZ)	Vucanovich (R-NV)
Latta (R-OH)	McCollum (R-FL)	Patterson (D-SC)	Sundquist (R-TN)	Walker (R-PA)
Leach, Jim (R-IA)	McCurdy (D-OK)	Shaw (R-FL)	Sweeney (R-TX)	Watkins (D-OK)
Leath, Marvin (D-TX)	McMillan, Alex (R-NC)	Shumway (R-CA)	Swindall (R-GA)	Weber, Vin (R-MN)
Lewis, Jerry (R-CA)	Meyers (R-KS)	Shuster (R-PA)	Synar (D-OK)	Whittaker (R-KS)
Lewis, Tom (R-FL)	Mica (D-FL)	Sisisky (D-VA)	Tallion (D-SC)	Whitten (R-MS)
Lightfoot (R-IA)	Michel (R-IL)	Skeen (R-NM)	Tauke (R-IA)	Wolf (R-VA)
Livingston (R-LA)	Miller, Clarence (R-OH)	Slaughter, D. French (R-V)	Tauzin (D-LA)	Wortley (R-NY)
Lloyd (D-TN)	Montgomery (D-MS)	Smith, Denny (R-OR)	Taylor (R-MO)	Wyllie (R-OH)
Lott (R-MS)	Moorhead (R-CA)	Smith, Lamar (R-TX)	Thomas, Lindsay (D-GA)	Young, Bill (R-FL)
Lowery, Bill (R-CA)	Morella (R-MD)	Smith, Robert C. (R-NH)	Thomas, William (R-CA)	Young, Don (R-AK)
Lujan (R-NM)	Myers (R-IN)	Smith, Robert F. (R-OR)	Upton (R-MI)	
Lukens, Donald (R-OH)	Neal (D-NC)	Smith, Virginia (R-NE)		
Lungren (R-CA)	Nelson, Bill (D-FL)	Snowe (R-ME)		
Mack (R-FL)	Nichols, William (D-AL)	Solomon (R-NY)		
Mackay (D-FL)	Nielson, Howard (R-UT)	Spence (R-SC)		
Madigan (R-IL)	Olin (D-VA)	Spratt (D-SC)		
Marlenee (R-MT)	Ortiz (D-TX)	Stallings (D-ID)		

**Among 9 members who were
'NOT VOTING' were:**

Boner, William (D-TN)	Rangel, Charles (D-NY)
Bonior, David (D-MI)	Ray (D-GA)
Daniel, Dan (D-VA)	Rostenkowski (D-IL)
McEwen (R-OH)	Slaughter, Louise (D-NY)
	Torricelli (D-NJ)

Active Members and Retirees Continue to Support CLIC's '87 Program

Recent contributors have included: Giles F. Ackerman, Local 124, Anaque, N.J.; Milton M. Adam, Local 1323 retiree, Sweet-home, Ore.; Justus P. Bailey, Local 125 retiree, Hialeah, Fla.; Antone Balehunas, Local 2633 retiree, South Tacoma, Wash.; Edward F. Blazejewski, Local 514 retiree, Wilkes-Barre, Pa.; William Bowns, Local 964 retiree, Youpon Beach, N.C.; Clarence E. Briggs, Local 1149 retiree, Walnut Creek, Calif.; Clinton W. Brink, Local 1281, Nikiski, Ark.; Jack W. Brosseau, Local 1693 retiree, LaJolla, Calif.; Gordon F. Bruce, Local 393, Camden, N.J.; Ed J. Buschmann Sr., Local 124 retiree, Haledon, N.J.; John T. Byrnes, Local 181, Chicago, Ill.; John P. Campbell, Local 131 retiree, Mariposa, Calif.; Thomas B. Clark, Local 1408 retiree, Redwood City, Calif.; Harry Cohen, Local 1539 retiree, Chicago, Ill.; Joe Dajczak, Local 182 retiree, Lake Wales, Fla.; Stanley L. Delitko, Local 599 retiree, Cedar Lake, Ind.; John M. Dorivbergh, Local 829 retiree, Soquel, Calif.; William S. Farkas, Local 54, Chicago, Ill.; Clarence Fochtman, Local 16 retiree, Springfield, Ill.; Joe Gonzales, Local 526 retiree, Galveston, Texas; Lee Goss, Local 751 retiree, Occidental, Calif.; Marvin Habbinga, Local 1052 retiree, Los Angeles, Calif.; Henry Hadenfeldt, Local 902 retiree, Clearwater, Fla.; Anthony Hammersky, retiree, SPI70 Redding, Calif.; James R. Harrington, Local 33, Boston, Mass.; George Herzog, Local 483, Brisbane, Calif.; Jack Hoeflinger, Local 235 retiree, Hemet, Calif.; Howard Holman, Local 1739 retiree, St. Louis, Mo.; Gregory A. Hopkins, Local 2, Worthington, Ohio; Walter Jacobsen, Local 2287, Whitehouse Station, N.J.; Donald Jenkins, Local 267 retiree, South Zanesville, Ohio; William H. Julius, Local 62 retiree, Colorado Springs, Colo.; Thomas Kay, Local 359 retiree, Morrisville, Pa.; William G. Keers, Local 1243 retiree, Cadiz, Ky.; Louis Kinsella, Local 608, Pearl River, N.Y.; James Knox, Local 1305, New Bedford, Mass.; Henry M. Kolbaba, Local 668 retiree, Holstein, Iowa; Albert E. Lampitt, Local 1693 retiree, Kirbyville, Mo.; Robert Leach, Local 1222, Medford, N.Y.; John Lockwood, Local 857, Tucson, Ariz.; Renato Martini, Local 348 retiree, North Passapeque, N.Y.; Francis Martocci, Local 2287, New York, N.Y.; N. J. Mikus, Local 721 retiree, Westminster, Calif.; Steve Naglich, Local 1172 retiree, Red Lodge, Mont.; Andrew R. Nezoslosky, Local 348 retiree, Santa Rosa, Calif.; John S. Nummelin, Local 721 retiree, Southgate, Calif.; Mike Oranges, Local 142, Pittsburgh, Pa.; George N. Patton, Local 15 retiree, Westwood, N.J.; Randy Pedersen, Local 112, Butte, Mont.; Henry C. Peery, Local 650 retiree, Hudson, Fla.; Lance W. Pesetsky, Local 1006, Matawan, N.J.; Sture Peterson, Local 1397 retiree, South Daytona, Fla.; Alan Petit, Local 2287, Port-Ewen, N.Y.; Anthony J. Piscitelli, Local 188 retiree, Bronx, N.Y.; John M. Quick, Local 2046 retiree, Klamath, Calif.; John E. Rammer, Local 710 retiree, Norwalk, Calif.; Herbert Ray Jr., Local 1607 retiree, Bellflower, Calif.; Robert E. Rhodes, Local 1397 retiree, Ocala, Fla.; Douglas W. Scott, Local 2042 retiree, White City, Ore.;

Scott Shelley, Local 8, Mt. Laurel, N.J.; Luther Sizemore, Local 1319 retiree, Albuquerque, N.M.; John B. Souza, Local 36 retiree, Corning, Calif.; Norman T. Spaulding, Local 586 retiree, Sacramento, Calif.; Herman W. Stricker, Local 1837 retiree, Fort Pierce, Fla.; Sigmund A. Szabelski, Local 1185 retiree, Oakpark, Ill.; Frank J. Tannert, Local 250 retiree, Ontario, Calif.; Chris R. Tock, Local 1241, Worthington, Ohio; George Utlak, Local 1929, Parma, Ohio; Steve Van Nattan, Local 710, Long Beach, Calif.; Claude H. Vanover, Local 102 retiree, Lenoir City, Tenn.; Glenn L. Wank, Local 105, Richmond Heights, Ohio; William Weitzman, Local 1921, Lynbrook, N.Y.; John C. White, Local 218 retiree, Malden, Mass.; William Wood, Local 17 retiree, Woodside, N.Y.; Marc E. Yorgan, Local 155, Fanwood, N.J.; Olav Zerde, Local 131 retiree, Seattle, Wash.; David J. Zube, Local 114, Taylor, Mich.; Greg Folsom, Local 185, St. Ann, Mo.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ \$10 ☐ \$15 ☐ \$20 ☐ \$25 ☐ other _____

Name _____

Address _____

City _____ State _____

Zip _____ L.U. No. _____

We're required by law to request this information:

Occupation _____

Employer _____

Make checks payable to:

CLIC

101 Constitution Ave., N.W.

Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

AFL-CIO UNION-INDUSTRIES SHOW



Labor and industry showcase their talents in Atlantic City

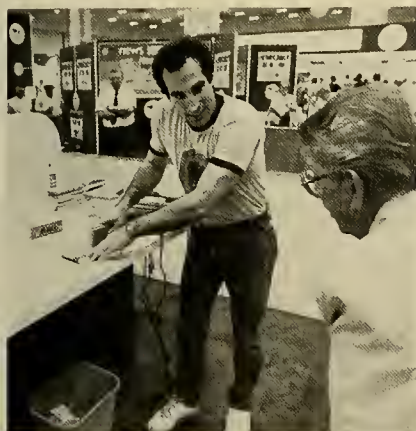
The United Brotherhood's exhibit at the 1987 AFL-CIO Union Industries Show in Atlantic City, N.J., June 19-24, was one of the best yet. One of more than 300 exhibits in the annual labor-management extravaganza, the UBC display attracted visitors throughout its six-day run. It was created and manned by members of the South Jersey District Council, and, with pictures and demonstrations, it showed why skilled, union-trained craftsmen are best for construction projects and for industry. The theme of the show was clear: American workers are still the most efficient and productive on earth. "Given half a chance, they can and will produce the best product at the best price to the best advantage of all Americans—workers, employers and consumers alike," AFL-CIO Secretary-Treasurer Tom Donahue told the opening day audience. Next year's show will be in New Orleans, La.



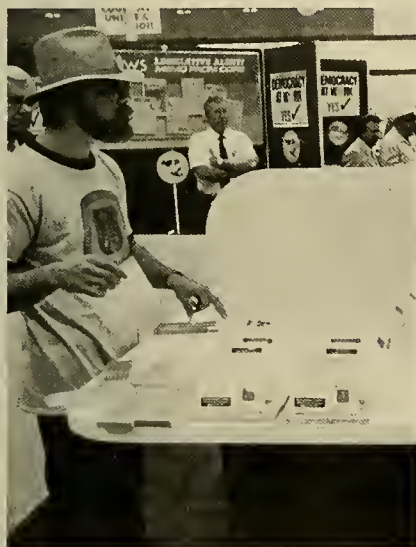
The antique tool collection of Local 1489 member Charles Kuletsky, at right, attracted Carpenter members and visitors alike. Many attending the show picked up shopping bags at another exhibitor's booth and filled the bags with free gifts and literature on display throughout the show.



Awaiting the opening of the show, above, from left, were Michael Dixon of Local 2098; Don Weir, assistant business manager, South Jersey Council; First General Vice President Sigurd Lucassen; General Secretary John Rogers; Tom Riccardi of Local 2098; and Anthony Cipino, retiree.



Journeyman Tom Riccardi shows a visitor how UBC members create picture frames from plastic sheets, using a heating tool.



Michael Dixon demonstrates the next step: setting the picture frame in a base of pre-cut cherry wood. Finished frames were giveaways at the show. The Council also held drawings for 12 power tools (two per day)—drills, routers, and sabre saws. Every hour, "knock-down" saw horses, made by members of Local 393 beforehand, were also raffled.



Among the visitors to the UBC exhibit were Second District Board Member George Walsh, AFL-CIO Secretary-Treasurer Tom Donahue, First General Vice President Sigurd Lucassen, and James Hatfield, president of the AFL-CIO Union Label and Service Trades Department and the Glass Bottle Blowers Assn.

'Building America' Exhibit Scores Success Across Country in Many Cities

The UBC's big centennial exhibit, "Building America," first put on display at the General Convention in Chicago, Ill., in 1981, has been viewed by thousands in the five years since it was created. It was recently on display in two major cities in Ohio.

Designed to show how the crafts represented by our union have helped to make the United States and Canada great since the first colonists landed on our shores, the exhibit has been on display in such major cities as Omaha, Neb., Phoenix, Ariz., Santa Fe, N.M., Los Angeles, Calif., Pittsburgh, Pa., and Washington, D.C.

The exhibit is designed for easy erection and dismantling. Between showings, it is housed in a 40-foot trailer.

"Building America" is a 127-foot-long "walk through" display which commemorates a century of labor-management cooperation in the construction industry.

The exhibit shows in a series of dramatic and historical pictures how skilled craftsmen have helped to build America for the early colonies to the 20th century. Among the many photographs are early-day pictures from the UBC archives.

It is still available for showings at state fairs, museums, shopping centers, and similar locations. To arrange such showings in your area, your local union or council should discuss the matter with General Secretary John S. Rogers at the General Office in Washington, D.C.

Anniversary

Continued from Page 5

men the full rate of wages. This situation has practically wiped out our apprenticeship training program."

He implored the delegates to keep the Brotherhood's apprenticeship system intact and strengthen it, because "it will be very hard to reestablish it."

Organized labor, meanwhile, was pushing for national legislation and national standards to correct injustices. The American Federation of Labor's legislative committee called upon affiliated unions to get behind Senator Fitzgerald's bill, and in August, 1937, it was finally enacted into law.

Today, the United Brotherhood's Constitution and Laws, Section 43, spells out the rights and conditions of apprenticeship in our trades. "An apprentice of good moral character not less than 17 years of age may be admitted to membership." Today, there is no upper age limit. The UBC's apprenticeship and training department, perhaps the best in the labor movement, works closely with the U.S. Bureau of Apprenticeship and Training on national standards.

At our general convention of 1940, three years after passage of the Fitzgerald Act, secretary of the Committee on Apprenticeship, Elmer Anderson, told the convention, "The carpentry trade, through long and practical experience, has developed standards of workmanship that are everywhere recognized." To protect the new federal standards, he called upon delegates to endorse their adoption. The delegates did so, unanimously.

Video, Film, Cable New Labor Media

Videotapes, films and cable television are new and valuable resources for labor unions in their ongoing efforts to reach out and educate people about the labor movement.

The United Brotherhood has been involved in the production of videotapes since before its centennial celebration in 1981. Members and others throughout the country have had the opportunity to view our various tapes when locals and other groups have borrowed them for showings.

In addition to our own UBC videotapes, the AFL-CIO Department of Education has an extensive library of films and videotapes which may be rented by schools, libraries and local unions. A new edition of the A-V catalog listing films and videotapes has recently been published. Many new programs are included in the listing. Contact the AFL-CIO Publications Department at 815 16th Street NW, Washington, DC 20006, or by calling (202) 637-5000.

Recently the UBC was spreading the word about American unionism across the Atlantic Ocean. "Building the 20th Century," a 60-second UBC commercial was aired on British television by a London-based video group.

Another United Brotherhood broadcast of note was mentioned in last month's *Carpenter*, the Rhode Island Laborvision airing of two films, "Skills to Build America" and "You Make the Difference." They are due to be broadcast on July 14, 17 and 18 on various channels in the New England area. We are told the videos can be seen in nearly 100,000 Rhode Island homes.

The videotape and film resources of the Brotherhood and the AFL-CIO must be shared with members and local unions to have an impact. If your local, retirees club or ladies auxiliary would like to host a showing of one or more films, contact the General Secretary's office or the AFL-CIO for more information.

Ottawa Report



PROPOSAL 19 STRIKES

For one day, nearly 300,000 union workers in Vancouver did not go to work in protest of proposed anti-labor legislation that included allowing companies to go double-breasted.

The legislation, Proposal 19, would allow unionized companies to establish non-union subsidiaries to bid on jobs.

Such a change, labor leaders agreed, would encourage abuses and swiftly undermine the union movement.

Proposal 19 would also alter the procedures and powers governing labor activity by bringing the court system deeper into labor relations. Labor disputes would be handled by a new Industrial Relations Council, which is decidedly pro-business.

Picketing of their own workplaces and cross picketing other business, the massive protest of one-fourth of the province's labor force had a wide-ranging impact on the economy (estimated loss of \$100 million) and government, which was the main target.

During the one-day work stoppage garbage wasn't picked up, major daily newspapers didn't publish, schools were closed and even elective surgery at area hospitals was postponed. In almost every phase of community service union workers participated in the general strike.

PROPOSED DRUG MONOPOLY

Senior citizens, trade unions and consumers are among the groups opposing the bill to amend the Patent Act to give the manufacturers of brand-name prescription drugs a 10-year monopoly on new drugs.

Drug prices would increase by at least 20%, if the monopoly was extended. In Canada, with generic alternatives to brand-name drugs, there was an average decrease of 10.4% in drug prices in the four years following the introduction of generic competition, while in the United States drug prices increased by 2.1% in the same period.

"The federal government made a deal with the U.S. that it would bring our drug patent laws more

in line with those of the United States. The multinational drug companies demanded that this be done because they fear that Canada was setting a 'bad example' which other nations of the world would find attractive," was an explanation offered by the CLC for the change in the bill.

In a report on the pharmaceutical industry made in 1985, Dr. Harry Eastman estimated that in 1983 alone, Canadians saved \$211 million through the purchase of generic drugs.

UNPROTECTED STRIKE RIGHTS

The Supreme Court of Canada recently ruled that the right to strike and to bargain collectively is not protected by the Charter of Rights. In three landmark decisions, the Court gave governments the power to curtail collective bargaining rights by limiting wage increases, imposing compulsory arbitration, and forbidding strikes.

The Court ruled 4-2 against the Public Service Alliance and in support of a federal law of the early 1980s that banned strikes for two years and limited wage increases to 6 and 5%. The majority said that the law did not violate the Charter.

It also ruled 4-2 in favor of Alberta laws banning strikes by hospital workers, firefighters, police and other government employees.

The Court ruled 5-1 in favor of a Saskatchewan law ending a strike by dairy workers in that province.

Charter amendments require the approval of Parliament and legislatures representing at least two-thirds of the provinces and 50% of the population.

DEREGULATION UNFAVORABLE

Canadians are divided on the issue of deregulation, according to a recent survey. Only 38% of those asked thought it was a "good idea."

After Canadians considered some specific deregulation of health and safety problems, they were even more opposed to the scheme.

When first asked, more than half the respondents thought deregulation was either a "bad idea" or they didn't have an opinion. Union members were almost 10% more likely to disagree with deregulation than Canadians in general.

After being given some information about deregulation, almost half the sample thought it was a "bad idea." Union members' opinions also became more representative of Canadian opinion in general.

Among Liberals and Conservatives, more than 40% of the sample supported deregulation, when first asked. A majority of New Democrats opposed the scheme.

After being given some information about deregulation, Liberals were less likely to support it. New Democrat opposition increased.

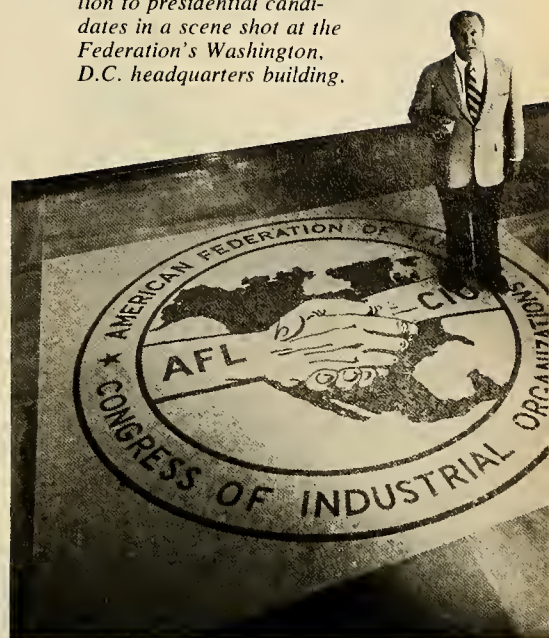
By a 78-17% margin, Canadians agree that "Deregulation sounds like a good idea in theory, but when I think of rail or airline safety—or ensuring that my family's drinking water will be safe—I'm not sure how good an idea it is to let corporations escape being responsible to the public and the authorities."

THIS MONTH'S

QUESTION FOR THE CANDIDATES

The AFL-CIO invited 13 declared and potential candidates for the Democratic and Republican Party nominations for president in the 1988 election to provide written answers to four critical questions. Their responses to one of the questions appears below and on the following pages. Answers to another question appeared in last month's *Carpenter*. Others will appear in the two issues to follow.

AFL-CIO spokesperson Ned Beatty sums up labor's question to presidential candidates in a scene shot at the Federation's Washington, D.C. headquarters building.



BUDGET DEFICIT

How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out raising federal revenues, including tax increases, as a component of deficit reduction?



Answers from DEMOCRATS



Michael S. Dukakis

Governor of Massachusetts, 1974-1978 and 1982—

We cannot create economic opportunity for all Americans if we are burdened with \$150-\$200 billion budget deficits.

Record deficits mean record interest payments, an over-valued dollar that damages our competitiveness and a reduced standard of living for Americans.

There are two ways to reduce the deficit. Control spending and increase

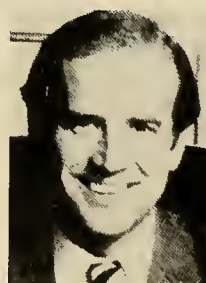
revenue. We must do both. No serious presidential candidate can rule out new taxes. But instead of rushing to impose new taxes . . . on income, on imported oil, on gasoline . . . *we should first collect the taxes that are already due.*

This year, the Internal Revenue Service will fail to collect \$110 billion in taxes owed to the Treasury, but not paid. America's working people pay their taxes; they must through payroll withholding. But too many others, including some corporations, do not.

We can raise \$70 billion in new revenue by bringing tax compliance rates back to where they were in 1965. That's the quickest—and fairest—way to reduce the deficit.

We must also restore sensible priorities to federal spending. We need a

strong defense, but we must also eliminate the waste and mismanagement that weakens our security and diverts resources from other urgent economic and human needs.



Joseph R. Biden Jr.

U.S. Senator (Delaware) 1973—; Chairman, Judiciary Committee; ranking Democrat, Foreign Relations Committee

The Reagan Administration has amassed the largest public debt in the history of the nation. This debt will force our children, and perhaps many future generations, to pay for our excesses.

We cannot reduce the deficit unless we achieve economic growth greater than the sluggish rate we have now.

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We can increase growth by addressing Third World debt problems and reducing our trade deficits.

We must take steps to reduce deficits steadily over the next few years. Specifically, I proposed cutting several billion dollars from the defense budget. I would also convert trade quotas to tariffs, raising more than \$10 billion a year. I would also seek to eliminate all waste in government spending through better management and collection practices.

New taxes to reduce deficits should be a last resort. If we need to find additional revenues, there are several principles we must apply. First, any new taxes must be based on "ability to pay" and must not make the tax system less progressive. Specifically, I would oppose a value added tax, which would unfairly burden working people. Second, new taxes must not significantly impair our efforts to compete in the world economy.

Finally, as a way to ensure future budget control, any proposed new spending programs should be specific as to how they would be paid for. We should be honest about the cost of new priorities. And we must ensure that their burden falls least on the poor and middle-class Americans, who have lost most of the ground during the Reagan years.



Richard Gephardt

Chairman, House Democratic Caucus, 1985—; U.S. Representative (Missouri), 1977—; Board of Aldermen, 1971–76.

My goal isn't to raise taxes, it's to get America back on a steady course and moving again. We absolutely must balance the books. The budget deficit is throwing our economy out of whack and mortgaging the future of our children.

Current budget priorities are simply misplaced. I am confident we can strengthen our national security by investing in people. We can't put blinders on when the question of defense cuts or revenue increases comes up. Nothing should be eliminated from the budget

debate as long as we make the necessary investments in people—education, health care, job training, nutrition, etc. Every program must be reevaluated, but we must not—we will not—swing the budget axe blindly.

I believe Americans are willing to invest in the future of their children. But we can't ask those least able to afford it to do it all. I would propose a budget that shares the sacrifice among those who can bear the burden. So I think it comes down to a combination of cuts and investments, less wasteful spending on things and better investments in people.



Bruce Babbitt

Governor of Arizona, 1978–1987; Attorney General, 1975–1978; Attorney, Brown, Vlassis & Bain, 1967–1975; Attorney, Office of Economic Opportunity, 1965–1967.

As governor of Arizona I balanced nine budgets in a row—simply by saying that some things are more important than others. My priorities were creating jobs and protecting the interests of those least able to protect themselves. Even through a national recession, my government:

- repealed a regressive sales tax on food,
- boosted spending on public education, public safety, health and human services, and
- kept state spending below 7% of total personal income.

What you need to know from every presidential candidate is: What are his or her priorities? And how will he or she pay for them? My priorities are outlined in the following answer. I would pay for them both with budget cuts and revenue increases, all of them targeted on some genuine measure of need. I would not give a mortgage interest deduction for mansions and vacation homes. I would not pay subsidies to corporate mega-farms. I would not build three new generations of nuclear missiles all at once. I would not pay the Vanderbilts and the Mellons the same tax-free social security benefits as a

widow in a cold-water flat. In short, I would balance the budget by setting humane priorities and standing by them.



Jesse Jackson

President, National Rainbow Coalition, 1984—; President, Operation PUSH, 1971–1983; Executive Director, Operation Breadbasket, 1966–1971.

President Reagan mortgaged America's future through irrational military spending, unfair tax cuts, the use of unemployment to fight inflation and misplaced national priorities.

I'm not convinced we need new taxes—though I have not ruled them out. For example, several studies have shown that there may be annual uncollected taxes up to \$100 billion.

We need a FAIRER TAX SYSTEM. If new taxes are needed, I will fight for a fairer tax system for the middle class, workers and the poor.

Second, we need NEW BUDGET PRIORITIES. We need a strong national defense, but we can shift spending from military to domestic without hurting our defense. We can have job creation, job training and retraining, worker safety, education, health care, housing and a clean environment with new priorities. A working America is a taxpaying America.

Third, I support an "INVEST AMERICA" plan where greater use of \$2 trillion in private pension funds can be earmarked for the rebuilding of America's infrastructure; legislation that gives workers and communities six-month notice before closing plants; workers' option to purchase such plants with government-guaranteed loans; investment tax incentives to corporations conditioned on their willingness to reinvest in this market; and encouragement to corporations to joint venture with local and state governments.



Paul Simon

U.S. Senator (Illinois) 1985—; U.S. Representative, 1975–1985; Lieutenant Governor, 1968–1972; Newspaper Publisher, 1948–1966.



Albert Gore Jr.

U.S. Senator (Tennessee), 1985; U.S. Representative, 1977–1985; Reporter, Nashville Tennessean, 1970–1976.



Answers from REPUBLICANS



Pete du Pont

Governor of Delaware, 1977–1985; U.S. Representative, 1971–1977; State Legislator, 1969–1971.

This administration has mounted the most concerted and broad-scale attack on the role of government since the 1920s.

The stripping of government's needed revenues, combined with a mean-spirited attack on public employees is part of a right-wing Republican effort to roll back every progressive program enacted for the benefit of ordinary American families since the New Deal.

That cannot happen.

We must move immediately to *restore sufficient revenues* to meet our nation's pressing domestic needs. We must reduce the pressure of budget deficits on our trade deficit. And, we must reduce the deficit because, as Harry Truman said, deficits only help the rich. The most effective method of reducing the deficit is to put America back to work and increase our tax base.

I alone among the announced presidential candidates opposed the 1986 tax bill because of the unjustified revenue-stripping reduction of tax rates for the super-rich.

We must move aggressively to close tax loopholes and reverse the Reagan-inspired erosion of the tax base.

Similarly, I *believe public service must regain its respected role in our country's life*. The Republican effort to destroy public service through privatization must be stopped!

America took 176 years to accumulate a trillion dollar debt. The current administration needed only five years to double it. This administration's borrow-and-spend policies have made our products more expensive overseas, cost millions of American jobs, stopped investment in economic growth and squeezed important social programs.

I believe America is ready to reduce the deficit in a fair and responsible way. My first choice for reducing the deficit is economic growth, with more jobs for Americans who will then pay taxes on their income. But we must have contingency plan as well. We would be willing to share the burden equally, with equal contributions from three areas; cuts in military spending, cuts in domestic spending and increases in revenue.

A tax increase would be a last resort, but the president is wrong to rule it out as part of a comprehensive solution to reducing the deficit. We should not impose a regressive value-added tax which weighs most heavily on working Americans.

Instead of cooking the books with phony budget proposals, the next president should put all the facts on the table and lead in the development of a broader consensus on the necessity for a responsible fiscal policy.

I have pledged to the American taxpayers, and I repeat this pledge here: I will not raise taxes. I will reduce wasteful and over spending. The federal government must stop thinking of our tax dollars as its piggy bank.

I served as the governor of Delaware for eight years. Before I took office, the state had run a deficit in four of the previous five years. By cutting taxes—not raising them—and controlling unnecessary spending, we in Delaware balanced the budget eight years in a row. Through lower taxes and deregulation, we built a solid record: today, one job in five in Delaware was created during the eight years of my administration.

As president, I will insist that able-bodied people—now on welfare—go to work and become productive, self-respecting workers. This will lower the deficit. And I will end subsidies to corporations and wealthy individuals that continue to cost taxpayers bil-

AFL-CIO Presidential Political Process Voluntary Guidelines

The AFL-CIO Executive Council has issued the following advisory to its affiliates:

1. National and international unions should not make public endorsements of any presidential candidates before an AFL-CIO General Board Meeting tentatively scheduled for October 1987. At that meeting, affiliates will vote on whether the federation should make any early endorsement.

2. National and international union of-

ficers and staff should not participate on candidates' committees, solicit funds on behalf of candidates or provide funds or other resources to candidates before the General Board meeting.

3. Unions are encouraged to extend equal courtesy and cooperation to all candidates for the presidential nomination.

4. Unions are urged to use their own methods of determining the views and preferences of their members in a manner

that leads to a bottom-up, rather than a top-down decision.

5. Early 1987 national and political events should be reviewed on a case-by-case basis. Generally, each international union is urged to ask its labor delegates to such conventions, conferences or other functions to vote their individual preferences so that such votes are not viewed as the position of any national or international union.

BUDGET DEFICIT / Where the Candidates Stand

lions—starting with the \$26 billion in farm subsidies that have enriched large corporations and hurt consumers and small farmers.

I will not raise taxes. I will control spending. And we will balance the budget. We did it in Delaware, and with your help, we can stop the liberal high tax, big spending policies that have brought us the deficit.



Pat Robertson

Founder/Chairman, Christian Broadcasting Network, 1959—; founder, Operation Blessing, 1978—; Broadcast News Analyst, 1975—; Chancellor, CBN University, 1978—.

The most cruel thing that a government can do to its workers, its retirees and its young is to load on such an insupportable burden of debt that future opportunities in the American market place are destroyed either by ruinous inflation, or financial collapse and depression.

On the other hand government serves well its working people and the poor by doing its part to supply paying jobs through a vigorous and expansionist private sector.

The key to cutting the federal budget deficit is to eliminate waste and mismanagement. Our people want government services, but they want a lean and efficient government.

The Grace Commission pointed out that \$433 billion of government savings are possible over a three-year period. This report has never been implemented.

The Packard Commission pointed out savings and efficiencies that would be possible in the Defense Department.

Economist Donald Lambro speaking of "Fat City," identified \$100 billion of waste in the federal budget.

Cuts should be fair and across the board. The question is not whether they are possible with minimum pain, the question is whether we as a nation have politicians with enough guts to put the interests of America above their own.



Jack Kemp

U.S. Representative (New York) 1971—; Pro Football Quarterback, American & National Football Leagues, 1957–1970.

I would rule out a tax increase as a component of deficit reduction. I believe the most compassionate and progressive way to bring the budget into balance is to concentrate on a comprehensive economic policy aimed at reducing unemployment, lowering interest rates, bolstering trade and exports and eliminating corporate welfare. Unlike many in both parties, I believe that the high interest rate policy of the Federal Reserve is a main cause of the deficit, not an under-taxed work force. The U.S. budget cannot be balanced by unbalancing the budgets of working men and women; therefore, I reject tax increases. Our government must be committed to full employment without inflation. Through strong pro-growth initiatives, the unemployment rate can be reduced—a pre-condition for a balanced federal budget.

Dramatic steps to move our economy to full employment without inflation and achieve a balanced budget must include:

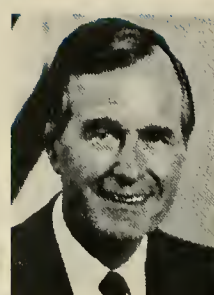
First, stable money to bring down interest rates and arrest the commodity price deflation hurting our farmers and manufacturers; lower interest rates would reduce the cost of servicing the national debt and help our housing, automobile, manufacturing, farming and other interest sensitive industries;

Second, stable exchange rates and a reciprocal initiative to eliminate unfair barriers to U.S. exports;

Third, labor and capital must be liberated from high tax rates so that American industry can reindustrialize and workers are given the incentives and tools to compete;

Fourth, a strong commitment to job training, trade adjustment assistance, and education—to bolster investment in both human and physical capital;

Finally, corporate welfare programs must be eliminated and strict limits should be placed on government spending; I favor a line item veto for the president.



George Bush

Vice President of the United States, 1981—; U.S. Representative, 1967–71; Ambassador to China, 1974–75; Director of Central Intelligence, 1975–77.

Congress is now considering reducing the budget deficit by raising taxes. This approach cuts against the grain of common sense. Will taxing Americans more make us work harder? Will taxing business more make it invest more?

Arguing that higher taxes will be used to reduce the deficit ignores the record of Congress. In 1982, the Democratic leadership promised to cut spending by \$3 for every \$1 increase in taxes. That promise remains unfulfilled. Pressures for spending in the Congress suggest that higher taxes will not reduce the deficit, but finance more wasteful spending.

The challenge of balancing the budget illustrates the need to have a president who can protect the national interest. Many government programs are well-intentioned. But these programs must be financed by taxes, which hurt all Americans, or by borrowing, which future generations of Americans will have to pay back. The need to protect the national interest—both now and in the future—requires a president who can represent *all* the people by controlling spending and keeping taxes down.

Yes, there are cases when government needs to help. One good example is our administration's proposal for a new \$1 billion program to retrain dislocated workers and help them get permanent jobs.

But let us not forget our ultimate goal. Let us balance the budget, but let us do it without hurting economic growth and weakening the security of our nation. Keeping this strategic goal in mind, the President and I have achieved the following: 13 million new jobs; inflation falling from 12% in 1980 to just 1% in 1986; interest rates dropping from 21.5% in 1980 to 7.75% now and our defenses strengthened. In sum, I believe we can ensure that our best days lie ahead by controlling spending and keeping taxes down.



Alexander M. Haig Jr.

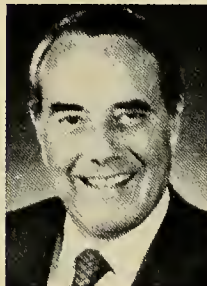
Secretary of State, 1981–1982; Supreme Allied Commander of NATO, 1974–1979; Chief of Staff to President Nixon, 1973–1974; founder, Worldwide Associates, 1982—.

The federal budget deficit is the product of long-term growth in programs and conflicting theories about how best to raise revenues. Experiments with supply side economics and monetarism have reduced federal revenues even though they have contributed to economic growth and the reduction of inflation. Today, I believe the deficit can be brought down gradually and safely through the application of these principles:

1. No one section of the budget should bear the main burden of reduction.
2. Every area of expenditure should be scrutinized *before* undertaking additional revenue increases.
3. The budget process itself should be reformed, so that no president should

be faced constantly with the choice of shutting down the government or signing a "budget-buster."

Clearly, these principles will require a constructive partnership between Congress and the Executive. But that is why we elect them. The alternative, such as constitutional amendments to balance the budget or arbitrary "automatic" cuts across the board are abdications of responsibility and will never work if the will to carry them out is not there.



Bob Dole

Senate Republican Leader, 1987—; Senate Majority Leader, 1985–86; U.S. Senator (Kansas), 1969—; decorated World War II combat veteran.

Working Americans, even those we seek to help, are especially hard hit by continued budget deficits. The inability of the Congress to consider realistic spending cuts seriously hampers our ability to increase our productivity and growth.

Getting the deficit under control is

critical to our future. But, in putting together any package of deficit reduction proposals, it is inevitable that someone or some group will feel the pain of spending cuts. I would propose that we try to insure that no one group is singled out unfairly and that we spread the reduction across the broadest possible base. For this reason, I would exempt very few programs from review, including defense. But there are, of course, some programs which should be given special consideration as they provide crucial benefits to the neediest in our communities, for example Medicaid and the supplemental security income program for the blind, aged and disabled.

In deciding how best to reduce federal expenditures the federal government should cooperate more fully with states and localities to determine which services would be most appropriately delivered by those governments, utilizing their resources as a complement to ours.

Before proposing the actual reduction of benefits, I would also look at the way our programs are managed in the hopes of reducing administrative costs and increasing their efficiency.

Revenues may inevitably play a role in any serious reduction effort. But, I am opposed to any modification of the individual or business rate structure which would have us break the commitment we made to working Americans last year in the tax reform bill.

'Questions-for-the-Candidates' project draws praise from news media

The AFL-CIO's "Democracy at Work" project—the most extensive education effort ever launched by any organization to involve voters in presidential politics—is drawing attention and praise from the nation's news media.

Favorable reports on the two-pronged campaign have appeared in major newspapers, smaller dailies and national news magazines as well as on television networks.

Labor's participation includes the publication of the Democratic and Republican candidates' written answers to key questions, augmented by their videotaped appeals for the support of union members and their families.

The *Washington Post* sent a reporter to a showing of the video by Communications Workers Local 2001 in Charleston, W. Va. He described the tape prepared by the Labor Institute of Public Affairs as "the hottest new video in politics—a sort of sneak preview of the 1988 campaign."

The *Post* reporter referred to the hour-

long video as "a novel supplement to the political education" campaign for which the federation has long been noted—bringing its members up to speed on who the candidates are and where they stand on key issues.

On the other side of the continent, *Los Angeles Times* labor columnist Harry Bernstein noted that the announced or anticipated candidates from both parties have "formally asked the AFL-CIO for its early endorsement" in the primaries that begin next spring. "Every well-known Democratic and Republican presidential hopeful not only asked for it," Bernstein wrote, "they have been pleading their cases on video-tapes."

The *Atlanta Constitution* took the same approach, reporting that the four-minute segments featuring each of the presidential aspirants "show candidates from both major parties making their pitch for labor's support."

The *San Francisco Chronicle* said the AFL-CIO undertaking "will probably involve more members" than any other

voter education campaign either underway or planned by any national organization. And, the newspaper said, the campaign will "ensure that labor issues are talked about" in the 1988 elections.

The use by labor publications, including *Carpenter*, of the "Questions for the Candidates," in which candidates address the issues of foreign trade, the federal deficit, domestic social policies and the role of unions in the political process and the videotapes in which the presidential aspirants described the kind of White House they would run, is a "novel plan" for reaching members, said the *Chicago Sun-Times*.

The *New York Times* called the video—being shown at union meeting and available to members for personal use with their families and friends—"an unusual 'home movie.'"

Coverage of the program appeared in the *National Journal*, the syndicated column written by veteran political observers Jack W. Germond and Jules Witcover, and many newspapers.



DAD Drive Spurs Diabetes Contributions

The day before Father's Day, June 20th, over 20,000 building and construction workers were out on the highway intersections and street corners of more than 120 cities across the country in a "D.A.D.'s Day" push to raise funds for diabetes research.

D.A.D.'s Day Drive was part of a "Blueprint for Cure" campaign by the building and construction unions aimed at bringing teams of doctors and scientists together in a state-of-the-art facility at the Diabetes Research Institute at the University of Miami in Florida to find a cure for diabetes.

The Blueprint for Cure campaign as well as the D.A.D.'s Day Drive have been supported by locals everywhere.

For example, during the convention of the Kansas State Council of Carpenters, delegates contributed to the fight against diabetes and passed a resolution supporting the D.A.D.'s Day Drive. Following the convention local unions in the state of Kansas issued a call for volunteers to participate in the fund drive.

"Unions don't strive for recognition of all their good deeds and service to their communities as others do . . . it is part of their makeup to help without recognition as a prerequisite. Pride in their unions, pride in their craft and pride in themselves for a job

well done or a helping hand extended to another, union or not, is thanks enough," was part of a statement released by the Cabinet Makers Local 1635 in the Kansas City area.

The amount raised during the drive was not available at press time, but over \$1.5 million has been raised during the Blueprint for Cure campaign.

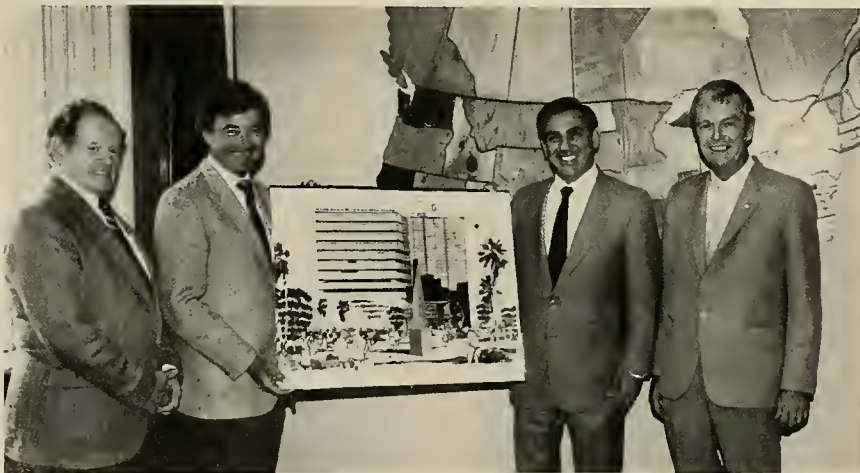
Recent Blueprint for Cure contributions include the following:

63, Bloomington, Ill.
248, Toledo, Ohio
512, Ypsilanti, Mich.
839, Des Plaines, Ill.
1043, Gary, Ind.
1338, Charlottetown, P.E.I.
1846, New Orleans, La.
1889, Downers Grove, Ill.
1915, Clinton, Mo.
1026, Miami, Fla.

John R. Costo

In memory of Clarence (Mike) DeWitt from Local 1597, Bremerton, Wash.

A Tribute to Labor's Promise



The co-chairmen of the "Blueprint for Cure" Committee—organized labor's commitment to raise funds for the construction of the Diabetes Research Institute at the University of Miami—display an artist's rendering of the facility at a recent meeting in Washington, D.C.

Added to the construction plans is the 1½ story high "Tower of Promise" monument which will honor organized labor's promise to help find a cure for diabetes.

From left to right are: Patrick J. Campbell, president, United Brotherhood of Carpenters and Joiners; Hank Keller, president, Diabetes Research Institute; Robert A. George, president, Building and Construction Trades Department AFL-CIO; and Edward J. Carlucci, president, Sheet Metal Workers International Association.

Regional Seminars Begin Next Month

A series of five educational seminars covering every region of the United States and Canada is scheduled to begin next month for all UBC construction affiliates.

They are designed to bring together for informational briefings every United Brotherhood business manager, business representative, assistant business representative of every UBC construction local union, every district, state, and provincial council in the UBC's 10 districts.

"No fulltime officer or business representative will be excused from joining the seminar in his region, except for compelling, emergency reasons," General President Patrick J. Campbell has emphasized. "If this office renders such excused attendance, the individual will be assigned to attend one of the other scheduled seminars."

The schedule of construction seminars is as follows:

SEPTEMBER 20-25, 1987: Toronto, Ont., Canada—Districts 9 and 10

SEPTEMBER 27-OCTOBER 2, 1987: Lowes Glenpointe, Teaneck NJ—Districts 1 and 2

OCTOBER 4-9, 1987: French Lick, IN—District 3

OCTOBER 11-16, 1987: French Lick, IN—Districts 4, 5 and 6

NOVEMBER 8-13, 1987: Westin Hotel, Seattle, WA—Districts 7 and 8

Boycott of Consumers Union seeks to prevent strike by Guild

A Newspaper Guild strike against Consumer Reports magazine was settled three years ago soon after the U.S. and Canadian labor movements joined in a boycott of the magazine and other products and services of Consumers Union.

Now, again faced with demands by CU management that its members give up key benefits and other provisions guaranteed in their union contract (expired since Dec. 31), The Newspaper Guild is doing it again.

Conducting another boycott of Consumer Reports and other CU publications and services, that is, no striking—at least not yet.

The boycott—also endorsed by the AFL-CIO Executive Council and added to the Union Label and Service Trades Department's "Don't Buy" list, as was 1984's—is aimed at making it possible to bargain a just new contract without having to strike, explained former Newspaper Guild President Charles A. Perlik Jr.

Canadian Forest Locals to Study Contracting Out In Logging

The Canadian Forest Products Conference Board has announced that it will conduct a study of the practices and problems surrounding the growth of non-union logging contractors.

The Canadian Conference Board, with representatives from every local having forest industry members, came to this decision at its semi-annual meeting in Montreal. The problem of an increasing share of logging work going to non-union "packsackers," as they are called in Canada, varies in each province.

In Newfoundland, for example, the provincial government allocates a specified percentage of wood harvesting for the independent (usually non-union) owner-operator. If one of these operators is organized he risks being cut out of the allocated share for the small owner-operators and being thrown into the same harvesting pool with pulp-wood company logging workers—thus losing work.

In Quebec the big pulp and paper companies promote independent owner-operators, because this allows the paper company to keep delivered wood costs low by playing one operator off against the other.

In Ontario the union already represents a major share of the owner-operator fallers, skidders and haulers. The union has traditionally bargained the labor rates for this work, leaving machine cost allowances to be worked out between the skidder association and the pulp companies. This has not, however, produced an adequate machine rate for union member skidder owners.

"Our study," says Claude La-Fontaine, financial secretary of Local 2817, Quebec, "should help us understand the variances and complexities from province to province. We hope to then come up with some definite solu-

tions to the packsacker problem. Our solutions may be different for different locals but we must jump on the loss of work before it gets completely out of control."

A representative from each province will compile a report for his area then a final report will be drawn together at the September 1987 meeting scheduled for Manitoba.

Ed Durkin, director of the Special Programs Department, presented financial information on the largest Canadian forest products companies. The integrated nature of these firms was apparent from the discussion. These firms have the ability to tie up and control raw materials, then produce a wide range of pulp, paper and wood products from mills that dot the entire Canadian landscape—and even beyond the borders of Canada in some cases.

"New union tactics must be explored and used in order to deal with the immense financial muscle of these corporations," commented Roger Nault, president of Local 2612 of Pine Falls, Man. "After all," he continued, "many of our locals are dealing with the very same employers."

Ninth and Tenth District Board Members John Carruthers and Ron Dancer attended the Montreal meeting to participate in the decisions and aid in the development of a strategy for our forest products members.

In other action, the Canadian Conference Board asked the UBC Industrial Department to draft a plan to improve the flow and exchange of information between forest products unions throughout Canada. This plan is seen as a first step towards greater coordinated actions and joint programs in common industries and with common employers.

Mike Fishman Named Organizing Director

Mike Fishman, who has served as assistant to the general president for industrial organizing for the past two years, has been named the Brotherhood's director of organization.

His appointment was announced last month by General President Patrick J. Campbell.



FISHMAN

A member of Carpenters Local 314, Madison, Wis., since 1972, Fishman has been actively involved in recent months in setting up industrial organizing programs in the forest products and mill-cabinet industries.

Prior to work in the industrial sector, he was a member of the task force organizing construction workers in Florida. He later was assigned to implement the labor-management cooperation committees of Operation Turnaround.

An East Coast native, Fishman learned the craft of carpentry at an early age from his grandfather, who was a member of a UBC local union in Brooklyn, N.Y. Soon after he joined Local 314, he was hired as an organizer for residential construction. He served in that capacity before joining the international staff in District 3 in 1977. He was assigned to the General Office in 1984 as assistant to the director of organization, Jim Parker, and, upon Parker's retirement, he became the assistant to the general president for industrial organizing.

'Are you better off now than . . . ?'

Candidate Ronald Reagan used a very effective campaign statement in 1980 when he repeated the question, "Are you better off now than you were four years ago?"

A similar question was used in a recent *Wall Street Journal*/NBC News Poll.

The *Journal* ran stories about the "splintering" of the middle class and the "general anxiety" about the nation's economic future. In conjunction with the stories, the newspaper ran a chart based on the question, "Compared with five years ago, do you think it is now more or less difficult for middle-class people to maintain their standard of living?"

The surprising answer: 65% of those interviewed replied, "More difficult." Those replying "Less difficult" totaled 22%.



Off the Old Block

Jerimy Christy, 1½ years old, lives in Columbia, Mo., and has had a hammer in his hand since the age of six months. No wonder, since his daddy is Mike Christy, Local 1925, Columbia, Mo. Jerimy's grandfather, Charlie, is a 34-year union carpenter, president of Local 1925, and past business agent. His uncle, Pat, is former president, recording secretary and presently treasurer of the same local. Jerimy's grandfather, father and uncle have certainly done nothing to discourage Jerimy in his early interest in the trade.

LOCAL UNION NEWS

Trade Show Grads



Carpenters District Council of Houston, Tex., recently held classes in skills required to install and dismantle exhibits, as we reported in the May Carpenter. The picture above, taken graduation night shows: Harold Albaugh, Freeman Decorating Company; Linda Pilgram, Exposition Service Contractors Association; George Schwan, I & D Inc.; Floyd Mills, general foreman/trade shows, District Council of Houston; Bill Young, Freeman Decorating Company; and Joe Cones, executive secretary, District Council of Houston.

Dade County Youth Fair Promotion



The Dade County chapter of the South Florida District Council's Volunteer Organizing Committee recently participated in the Dade County Youth Fair. The fair is held once a year to acquaint students with career opportunities in the area. The Carpenters' booth was designed and constructed by volunteers of the VOC. They used mahogany trim salvaged from a union rehabilitation project to make picture frames for photos of major historical union projects. They also displayed some antique carpentry tools. Members, including Mario Alleva, above, took part in manning the booth and passing out literature and promotional materials to students and the public.



Underground Atlanta Must Go Union

Carol Horton, a Local 225 member; Robert Price, financial secretary; William Worley, business manager; and other members of Local 225, Atlanta, Ga., joined about 2,000 other workers who marched to Atlanta City Hall March 25 to protest what they said was a lack of union jobs in the Underground Atlanta projects. Atlanta Mayor Andrew Young spoke to the crowd, which represented locals ranging from Pipefitters to Sheet Metal Workers, saying three of the four contractors hired by the city so far were union. Herb Mabry, state AFL-CIO president and UBC member, said that Fulton County was not using union labor in the construction of its new administration building, nor was it used to build schools or other government buildings.

Helping A Brother



Members of Local 123, Broward County, Fla., volunteered their time to help clean and paint the trim on the home of Norman Chase, a retired member of Local 1394, suffering from emphysema. Shown above are Andrew Casilli, Ken Maierhofer, executive director of the joint apprenticeship and training committee, Charles Farone, and his son Mark.

Career Day Display

Skilled Crafts



Members from Local 1305, Fall River, Mass., recently participated in the Career Day held at B.M.C. Durfee High School. With the display set up for the occasion are Business Manager Joseph Barretto, Bernard Skelly, Al Rapoza and Antone Lima. Tools and equipment of the trade were displayed and their uses explained.

Members at Ingalls OK New Contract

Members of Local 569, Pascagoula, Miss., were among the 8,800 members of 11 unions who recently ratified the master contract of the Pascagoula Metal Trades Council with the Ingalls Shipbuilding Division, Litton Systems Inc. The new pact is for a three-year period and has better medical and pension benefits and new incentive payments.

Local 899 Honor



Chester E. Gates was presented a plaque by Local 899, Parkersburg, West Va. Business Representative Earl D. Johnson in recognition of his 67 years continuous membership and service to the Brotherhood. Brother Gates became a member of Local 899 on September 24, 1919.

He served most offices of the local and missed only one union meeting prior to his retirement in 1976. He enjoys gardening and making preserves from the berries and fruits he raises. He supplies friends and neighbors with homemade fudge, especially during the Christmas season. He still makes picture frames and other projects in his shop.

In the picture, Mrs. Gates, Chester Gates and Bus. Rep. Johnson.

Achtmann Honored On 100th Birthday

Members of Local 252, Oshkosh, Wisc., gathered with the family of Otto Achtmann for his 100th birthday at a party given by his son and daughter-in-law, Mr. and Mrs. Ralph Achtmann. Brother Achtmann received recognition from the Brotherhood with the presentation of his gold card, an 83-year membership pin and a letter of recognition from President Patrick J. Campbell. He was honored by the members of Local 252 with a Certificate of Recognition for his continuous 83 years of membership and a copy of a 1909 photograph of 252's membership. Achtmann is the only living member. He also received cards and recognition in honor of his 100th birthday from the Fox River Valley District Council. Achtmann turned 100 on March 29.



Honoring Brother Achtmann, seated, are Art Nickel, conductor; Ron Kopp, council business manager, and John Haskamp, president, Local 252.

Shop Stewards' Seminar Held in Halifax



Local 83, Halifax, N.S., and Local 1392, New Glasgow, N.S., were joined by Millwright Local 1178 for a shop steward seminar held in Halifax. Those attending were (front row) Derrick Manson, Canadian Research Director; Gerald Pettipas; Steve Hiller; Chris Ward; Steve Robichaud; Keith Fulgere; Paul Jardine and Brian Cooper, business representative.

Second row: Business Representative Bill Boudreau, Victor Walker, Walter Drinovz, Martin MacDonald, Gordon Weddle-

ton, Gordon Hope, Wayne Boudreau, Donnie MacDougall, Tim McKinnon, David Small, John Tower, Joe Terrio, Greg Baker and Camille MacDonald.

Third row: Jean Louis Comeau, Steve LaBouthillier, Everett Pitts, Allister Landry, Ronnie MacDonald, Mark Cooper, Bernie MacDonald, Sabastien Spartinelli, Leonard Roberts and Keith Grant.



Southern Forest Products Delegates Discuss Coordinated Talks

The second of two Southern conferences to formulate plans for coordinated nationwide bargaining in the forest products industry was held May 11 and 12 in Bossier City, La. More than 70 delegates from UBC and International Woodworkers of America local unions attended the joint meeting. The delegates pictured above, left to right, are David Carhe, Shelton Richard, Ocie Pickens and Joe Montou.

At upper right, Floyd Warren, Local 2092, Emerson, Ark., makes a point during the discussion of current pension plans in the industry and how to improve them in future bargaining. Seated to his right is Norma Melbert, Local 3101, Oakdale, La.

Listening to a talk about how to set up a one-on-one, face-to-face communication system in local unions to keep members informed about bargaining issues are, from left to right, front row, Donny Modest, Mae Smith and Wilma Breggs. In the next row are delegates Lee Gland and Denny Graham.



Oahe Dam Reunion

Some of the construction workers on the Oahe Dam power plant of the late 50's and early 60's are planning a reunion in Pierre, S.D., on August 28, 29, 30, 1987.

They would like to contact as many people as possible who worked on the project. Send names and addresses of anyone you know who was there during that period to Mrs. Sidney Taylor, as shown below.

There will be plenty of motels available, and there is a large campground at the dam. Everyone would be responsible for their own accommodations. Sponsors would like to have one meal catered and a dance on Saturday night. Would you be willing to pay a small fee for this? We welcome your suggestions and ideas.

We need your reply as soon as possible in order to finalize our plans. We are looking forward to seeing as many as possible and renewing old friendships.

Please send names and addresses to :

Mrs. Sidney Taylor (Joyce)
Rt. 4, Box 385, Alvin, Texas 77511
713-331-4061
or Dudley's Valley Tap Bar
Box 524, Fort Pierre 57532 223-2665

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

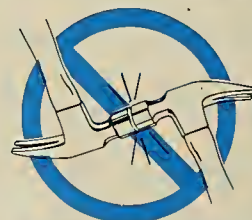


To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

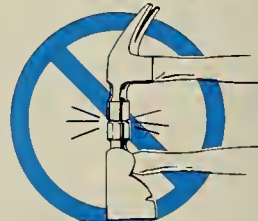
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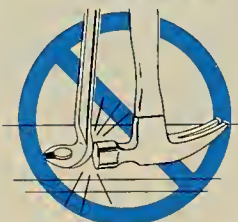
We're concerned about your safety.



DON'T strike one hammer with another!



DON'T strike a hatchet with a hammer!



DON'T strike a nail puller with a carpenter's hammer!

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SHRINE POTENTATE



Harold G. Mester, Local 1739, Kirkwood, Mo., was elected illustrious potentate of Moolah Temple Shrine in St. Louis, Mo., for the year 1987. Mester, second from the left, is shown with three of his aides, all members of Local 1739. On his left are Mester's two sons, Mike and Gary. The Mester's operate Mester and Sons, Foundation Contractors. On his right is Gus Uthoff, former lead instructor of the carpenter apprentice program until his retirement five years ago.

ART EXHIBITED

Linda Wysong, UBC member, recently displayed her art entitled "Structures" at the Oregon Museum of Science and Industry in Portland, Ore. "Structures" is made of metal studs to show what is underneath modern office buildings.

"My work examines the beauty of con-

struction materials and points out the human factor with the use of caryatids (sculptured columns in the form of a woman, as in ancient Greece) in the piece. They are a metaphor for the people who put up the buildings. Technology only works when people are there," Wysong said.

Wysong holds a master's degree in art history from the University of Maryland and works as a carpenter by day. She has integrated her skills as a master carpenter with those of her artistic background to create her pieces. The installation of her piece in the OMSI was made possible in part by UBC members who volunteered their time.

CHICAGO STUDY

Mickey Holzman, Local 1539, Chicago, Ill., played a major role in the work behind "Everybody's Business," Chicago labor's



answer to the business-oriented report of the Chicago Financial Planning Committee. Holzman served on the ad hoc committee named by the Chicago Federation of Labor, AFL-CIO, to study the Financial Planning Committee Report. Since the study was made by the committee, Chicago labor has asked Mayor Harold Washington to reject the report and name a committee representing government, community groups, business and labor to study the city's finances and make recommendations.

AID FOR HUNGRY

Baltimore's carpenters recently helped raise \$30,000 to feed Maryland's hungry with donations to a charity auction co-sponsored by AFL-CIO Community Services in Baltimore.

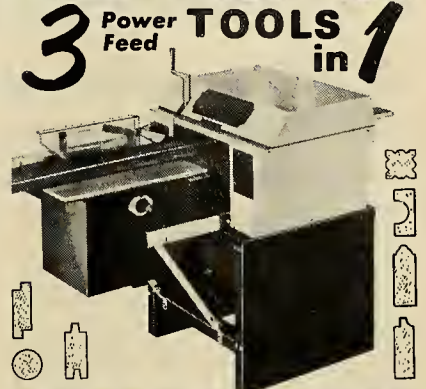
The Carpenters District Council donated a custom-made doghouse complete with a shingled roof and ornamental trim. Local 1548 donated a professional indoor soccer ball autographed by members of Baltimore's soccer team.

A total of 39 unions donated items which reflect the fruits of their labor such as baskets of fresh baked bread from Bakery, Confectionary and Tobacco Workers, AT&T long distance gift certificates from the Communications Workers and round trip tickets to New York from the Railway and Airline Clerks. There were 500 people in attendance.



A custom-made doghouse was donated by the Carpenters District Council of Baltimore to an auction co-sponsored by AFL-CIO Community Services to help raise money for Maryland's hungry. With the gift are; Ernie Grecco, president, Metropolitan Baltimore Council, AFL-CIO and Thomas Mazzezza, financial secretary, Local 1548.

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APPRENTICESHIP & TRAINING

Advantages of Daytime Training Discussed At Recent Apprenticeship Conference

As facilities for training apprentices in carpentry, mill-cabinet work and millwright work improve in many localities, many joint apprenticeship and training committees have begun to seriously consider daytime classes for their trainees, in addition to the traditional night classes.

The General Office has been informed by such programs that the training is more effective and that apprentices are "positive about the training, once they have adjusted to the new format."

Panelists at the recent apprenticeship conference in Oxnard, Calif., noted:

"When apprentices attend night school after a day's work, they are fatigued and ready for rest as are the instructors who work with them. The evening training was a second priority for both the instructors and the apprentices due to the fatigue factor.

"There have been indications that the on-project accident rate has diminished, because in the night school arrangement, by mid or late week the apprentices were fatigued, and fatigue and stress are contributive to accidents.

"Daytime training does provide for sufficient time for the manipulative projects in the PETS structure to be completed in one session, and not segmented, with the flow of thought and action interrupted.

"Daytime training reduces the number of instructors involved and consequently relies less heavily on incorporating new instructors into the system. New instructors require a certain amount of time to

become fully acquainted with the program philosophy, content material and evaluative process. Large programs using a great number of instructors in evening classes find it difficult to maintain an overall quality of training because the part time instructors are not always completely acquainted with the program's objectives and processes."

Conference on 50th Anniversary of Apprenticeship

In conjunction with the Eastern Seaboard Apprenticeship Conference to be held, August 17-23, in Washington, D.C., the AFL-CIO Building Trades Department, is scheduling a special conference for persons interested in apprenticeship. There will be a week of activities of speakers, luncheons and dinners.

As presently scheduled, there will be two afternoons for persons from each of the craft unions to meet with their own craft union representatives.

Hotel room space has been arranged. The registration fee for the conference is \$150.

The registration and information for the conference is not yet prepared by those implementing the conference. Upon receipt of that information, we will inform affiliate members from the Eastern Seaboard Apprenticeship Conference and other interested persons on the conference.



Special Training in Lathing in Toledo

Local 248, Toledo, Ohio, recently sponsored a class in lathing for members who were unemployed five consecutive weeks or more. The class was made possible by a grant from the Ohio State Building and Construction Trades Council. All the participants completed 124 hours of training and have all been referred to work since completion of the course. The instructors were Michael Grimes and Art Morris. Participants included Steve Scholl, Ernest Wagner, Jon Williams, Guy Au, Bob Williams, Jess Isaacs, Terry Ford, Mark Gedert, Cathy Smith, J.C. Smith, Bill Dressel, Bob Krieger, Tom Curtin, Joe Moran, Robin Harshman, Bob Whaley, Tim Moran, Terry Bishop, Don Westfall and Joe Malazewski.



Wood Puzzler

Wooden puzzles, hand-carved by David Lovelady, secretary of the Tri-State Chattanooga, Tenn., District Council, have become a popular item; he's received many requests for the clever interlocking cubes.

While in Washington, D.C., for the Building and Construction Trades Department Legislative Conference, Lovelady and Roy Sewell, the Tri-State Council's business representative, met with General Secretary John Rogers and presented him with one of the puzzles.

The oak and cherry model given to the General Secretary took about two hours to make and can be arranged for desktop display. First General Vice President Sigurd Lucassen was also given a puzzle; his was made of oak and walnut.

Lovelady, a 15-year UBC member, creates many of his own patterns for toys, puzzles and furniture as a hobby.

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only \$79.95!

Now you can solve all your building problems right in feet, inches and fractions—with the all new Construction Master™ feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and ANY or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

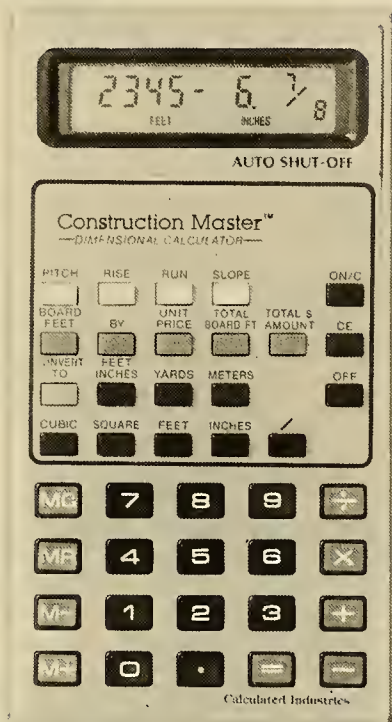
Plus the Construction Master™ actually displays the format of your answer right on the large LCD read-out—square feet, cubic yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also



New calculator solves problems right in feet, inches and fractions. On sale for \$79.95.

includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

Finds Your Lumber Costs In Seconds

Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

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The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

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x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no AC adapter needed—you can take it anywhere!

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"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robln Logan, Robln Logan, Inc., Salt Pt., NY

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SWAP OR SWAT

Lord Highbrow: "My father was Sir Andrews, Knight of the Garter, Golden Fleece, Pearly Teeth . . ."

Mr. Lowbrow: "Shake hands. My father was a duke, my grandfather was a duke, my great-grandfather was a duke . . ."

Lord Highbrow: "Oh, you're looking for an argument."

Mr. Lowbrow: "I'll match my ancestry with yours any time."

Lord Highbrow: "All right, put up your dukes."

ADOPT A LUMBER COMPANY

FOR THE BETTER?

Apprentice to Carpenter: "I've changed my mind."

Carpenter: "Good, does it work any better?"

WISE SQUAD MEMBER

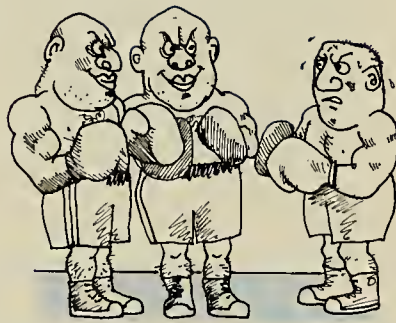
A retired carpenter was looking for something to do in his spare time. He decided to go to a pet shop and buy a canary. The pet shop owner gave him instructions, saying if the bird didn't sing to file its beak down, and warning the carpenter not to file the bird's beak too much or the bird would drown when he tried to drink water.

The carpenter took the bird home, but returned to the pet shop the next day with the bird. The owner asked the carpenter if the bird had drowned drinking water.

The retiree replied no, the bird was dead when he took it out of the vise.

—Don Furmansk Jr.
Grandson of Walter Gagajewski
Local 1590
Washington, D.C.

SUPPORT 'TURNAROUND'



OUTBOXED

It was the minute of rest between the ninth and tenth rounds and the battered fighter sat on his stool, his seconds working furiously over his bleeding face.

"I think he's got you whipped," said his manager in disgust.

"Yeah," agreed the boxer, gazing hazily through nearly closed eyes. "I should have got him in the first round when he was by himself!"

THIS MONTH'S LIMERICK

There once was an old kangaroo
That suddenly sneezed a
kerchoo!

It opened its pouch
And pulled out a couch
And sat down and tried curing its
flu.

—Clark Griffin,
Stafford, Va.



MATTER OF NEED

An anxious wife said to a friend as they watched her husband fishing in a bucket of water in the middle of the living room: "I'd take him to a doctor, but we really need the fish."

SHOW YOUR BUMPER STICKER

YOU NAME IT

A friend of ours who had been working for the same firm for five years without a raise decided to walk into the boss's office and put his cards on the table.

Friend: "Boss, I've been working here for several years now and my pay check is still the same. It's only fair to inform you that three companies are after me."

Boss: "What companies?"

Friend: "The gas company, electric company and finance company."

—Maurice Howes
Local 260
Berkshire Co., Mass.

LOOK FOR THE UNION LABEL

IRISH ROGUE

A recent arrival to the United States, Pat wrote a letter to his friend Mike back in Ireland with this observation. "Come on over, Mike. There is lots of work here in America. I just got a job carrying bricks up fourteen stories. They've got a man up there that does all the work."

—Kenneth H. Parnell
Local 34
Oakland, Calif.

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visibility

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angles

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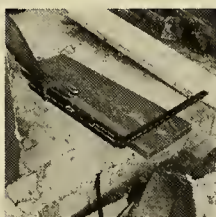
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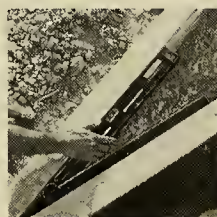
1. It's a 2ft. level



2. It's a 4ft. level



3. It's a square (and miter)



4. It's an angle-finder



5. It's a rule and straightedge

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- Saves buying and carrying several tools
- Rugged I-beam design

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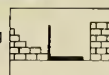
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Labor News Roundup

Frontlash launches two-way program with local unions

Frontlash, the youth arm of the AFL-CIO, has launched a new program to increase involvement by young union members under the age of thirty. The Young Workers' Program will encourage young unionists to become involved in the total spectrum of union activities. Young Workers' chapters will be formed within central bodies with a director being appointed to develop activities and coordinate participation. The director will work with affiliated local unions to bring young union member volunteers into the program. Locals will also be encouraged to appoint a representative to each chapter and to establish young workers' committees within their organizations.

This program will serve as a two-way communications tool within the labor movement. Young union members will bring their experiences and background into a chapter to be shared with their peers, while members from different locals will gain knowledge of other unions through their chapter experience. Young workers will receive information about the labor movement and the AFL-CIO to share with their locals.

For more information contact Frontlash, 815 16th Street, NW, Suite 404, Washington, DC 20006, (202) 783-3993.

Former Kingsport Press goes union after 24 years

Twenty-four years ago in March, 1963, a thousand members of five unions—the Bookbinders, Printing Pressmen, Machinists, Stereotypers and Typographers—were forced to strike at Kingsport Press, Kingsport, Tenn., because of management refusal to bargain in good faith as well as previous unfair and non-contractual practices by management.

Kingsport Press management brought in hundreds of strikebreakers, and the AFL-CIO put the company's textbooks and encyclopedias on its unfair list. In 1967 the National Labor Relations Board decertified the unions in an election in which only the scabs were permitted to vote. Several organizing campaigns by other unions since then proved unsuccessful.

Kingsport Press is now Arcata Graphics, and the successor company recently tried an unfair tactic, too. It fired 283

employees and replaced them with temporary workers paid just over the minimum wage. Concerned employees began signing union authorization cards with the Aluminum, Brick and Glass Workers Union, and in June workers at Arcata Graphics voted union 2 to 1.

Cause of collapse at Bridgeport under OSHA study

The cause for the April 23 collapse of an apartment building under construction in Bridgeport, Conn., which killed 28 workers may take months to determine. OSHA investigators have looked at possible causes, which could include whether improper compacted fill was used, faulty jacks, lack of proper guide wire bracing and errors in the "lift slab" technique itself. The "lift-slab" technique is used on approximately 3% of construction projects, according to an OSHA spokesman.

Check the playing cards before you cut the deck

The AFL-CIO has urged all union consumers to boycott the products of the U.S. Playing Card Co. until members of Locals 256 and 257 of the Retail, Wholesale and Department Store Union win a fair contract. The company's brand names include Bicycle, Bee, Tally-Ho, Aviator and Congress. Members of Local 256 were locked out of the plant at Cincinnati, Ohio last November when the company unilaterally imposed wage and benefit cuts, destroying 30 years of harmony. The office employee members of Local 257 at the plant have honored the picketline, but since have been asked to accept similar concessions.

Work clothes for women in non-traditional jobs

Working women face many challenges in today's workplace, but one of the most common complaints by women working in non-traditional occupations is their difficulty in finding adequate work and protective clothing. Deborah Evans Crawford found this to be true when she needed clothing to protect her from the plant-care chemicals she was working with and had to wear tennis shoes inside rubber boots that were too large for her.

"Women have been ignored by work clothing manufacturers," Crawford said. Crawford surveyed thousands of women on their needs for work clothes, safety and protective clothing, boots, gloves, and other work gear and tools, and began

producing special apparel for WorkAbles for Women, a woman-owned company focusing on their needs in work clothing.

WorkAbles for Women now carries a quality line of work bib overalls and pants, made to men's clothing standards, but in sizes for women. More information about her union-made products can be obtained by writing WorkAbles for Women, 2 Valley, Clinton, Pa. 15026-0214.

AFL-CIO salutes 40th year of Israel federation

The AFL-CIO reaffirmed its "long-standing and consistent support for the only free and democratic state in the Middle East" as Israel marks its 40th anniversary of statehood. The AFL-CIO Executive Council also reiterated its solidarity with Israel's labor federation Histadrut, which it said "has played a central role in shaping the social, economic and cultural life of Israel. We salute Histadrut for its defense of the rights of all Israeli workers, irrespective of their race or national origin."

Magic Chef returns to union approved list

The Molders and Allied Workers Union has announced that several hundred workers at a Magic Chef kitchen range plant in Cleveland, Tenn., have ratified a new contract, ending a bitter four-year walkout. Molders President Bernard Buttsavage said victory came because of solidarity in the union movement behind the strikers and the unbroken dedication of the Magic Chef workers. Resolution of the strike was made possible largely when Magic Chef was purchased last year by Maytag Corp.

TWA must give back senior flight attendants jobs

Trans World Airlines must replace flight attendants who crossed picket lines during a strike last year with more senior attendants who participated in the walkout, the Eighth Circuit Court has ruled. The decision reversed a ruling by the U.S. District Court for Western Missouri last year. The appeals court upheld the lower court's ruling that 463 trainees hired after the strike ended should be replaced with former strikers. It also agreed with the district court that those hired as strike replacements should retain their jobs. An Independent Federation of Flight Attendants official says the ruling could result in the recall of 1,500 strikers, or about one-third of those who have not been recalled.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Ellis Island Museum Wants 'Memorabilia'

The National Park Service is seeking objects that relate to Ellis Island for the period from 1892 through 1924. The objects will be made a part of the permanent museum to be established at Ellis Island early in 1989.

Following are the categories of materials being sought:

- Trunks, baskets and luggage that passed through Ellis Island;
- Passports, travel papers, inspection cards and related documents;
- Diaries, drawings, letters, etc., which describe the immigration experience;
- "Treasures" and artifacts brought from the homeland, including housewares, tools, toys, children's wear, musical instruments, religious objects, clothing, etc.;
- Photos of the immigrants in their homeland, at Ellis Island and/or shortly after their arrival in the U.S.;
- Memorabilia associated with former employees at Ellis Island.

If UBC retirees have any of the above or any items appropriate for an immigration museum at Ellis Island or know of someone having such mementos, please write to: The Registrar, Metaform, Rothe/D & P, 15 E. 26th Street, New York, NY 10010.

Older Americans On the Increase

Since 1980, older Americans—those 65 and older—have increased far more rapidly than any other age group, according to *A Profile of Older Americans: 1986*, an annual publication of the American Association of Retired Persons (AARP).

The 65-plus age group increased by 2.8 million or 11% since 1980, compared to an increase of 4% for the under 65 population, the AARP publication notes.

Other statistics reveal that older Americans are living longer. In 1985 the 65-74 age group of 17 million was nearly eight times larger than in 1900, but the 75-84 group, numbering 8.8 million, was 11 times larger and the 85-plus group, numbering 2.7 million, was 22 times larger.

A Profile of Older Americans also looks at the future and notes that the older population is expected to continue to grow. During the 1990s, however, this growth will slow because of the relatively small number of babies born during the Great Depression of the 1930s. Growth will pick up again around the turn of the century with rapid increase expected between the years 2010 and 2030 when the "baby boom" generation reaches age 65.

Other statistics in *A Profile of Older Americans* deal with marital status, living arrangements, racial and ethnic composition, geographic distribution, education, employment and health. The brochure was prepared by AARP and the Administration on Aging (AoA), U.S. Department of Health and Human Services. The findings of AARP are borne out by studies made by the National Council of Senior Citizens.

Single copies of the pamphlet are available free of charge by writing: *A Profile of Older Americans: 1986*, AARP Fulfillment, P.O. Box 2240, Long Beach, CA 90801; for multiple copies, write: *A Profile of Older Americans: 1986*, Program Resources Department, AARP, 1909 K Street, NW, Washington, DC 20049.

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Indiana Club Hosts Luncheon Speakers



Club 27, Hammond, Ind., celebrated Valentine's Day with a luncheon and speaker presentations. They had visiting speakers from the Health and Welfare Department as well as from the Social Security Administration. A tour film was shown of Hawaii. New officers were elected. They included Dorothy Nash, treasurer; John Martis, vice president; Jesse Wingard, secretary; and Duke Deflorio, president.

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AIDS

Are there on-the-job risks?

AIDS IS A HARD DISEASE TO CATCH, WE'RE TOLD

Information supplied by the American Red Cross

AIDS (acquired immune deficiency syndrome) is a frightening disease, but no one should be afraid of catching it at work.

AIDS is caused by a virus that does not survive well outside the body. The virus is *not* spread by casual, nonsexual contact. This means that you can't catch AIDS from a cough, a sneeze, a handshake, or a hug. Nor can you catch it from the food you eat, no matter who prepared or served that food. You won't get AIDS by working closely with a coworker who has the disease. Nor will you get it by having coffee, going to lunch, or sharing toilet facilities with that person.

Careful studies have shown that doctors, nurses, and medical technicians who have taken care of AIDS patients have not contracted the disease from them. Scientists have not found a single instance in which the AIDS virus has been spread through ordinary nonsexual contact in a family, work, or social setting.

AIDS, in fact, is a very hard disease to catch. Yet recent surveys have shown that almost one third of the American population believes AIDS can be spread by casual contact, in spite of all scientific evidence to the contrary. Fear of the unknown may help to explain why some people react in this way, since people tend to fear what they do not understand.

As we discussed last month there are two main ways the AIDS virus is spread: sexual contact and sharing of contaminated needles and syringes among users of illegal intravenous (IV) drugs. In this article we will discuss some precautions you as a worker can take and precautions carriers of AIDS should take to protect those around them.

AIDS and Your Job

Again, it should be emphasized that a fellow employee who has AIDS or who carries the AIDS virus does not pose a danger to you. Remember, the virus is not spread in the air you breathe

or the food you eat; nor is it spread by routine, nonsexual, everyday contact.

For workers in general, then, there is no need for worry or special precautions. Following are guidelines and answers to some questions that may arise for workers in particular occupations.

Food Handlers

Because the AIDS virus is not transmitted in food, people who work with food, such as cooks, caterers, waiters, bartenders, airline attendants, and others, should not be restricted from work because they have AIDS or have been infected by the AIDS virus.

All food service workers, including those with AIDS, should, of course, observe good personal hygiene and sanitary food-handling procedures. They should take particular care to avoid injury to their hands while preparing food.

Sanitation guidelines require that any food that becomes contaminated with blood from a cut be thrown away. Food service workers with AIDS or AIDS virus infection should be restricted from work if they have open sores or skin lesions or illnesses for which any other food handler would also be restricted.

Personal Service Workers

Beauticians, barbers, cosmetologists, electrologists, manicurists, and similar personal service workers routinely observe procedures that protect them and their clients from bacterial and viral infections. The risk of spreading the AIDS virus in these settings is very low, but when instruments that could draw blood are used, sterilizing equipment is important.

- Instruments that penetrate the skin, such as ear-piercing devices and needles used for electrolysis, tattooing, and acupuncture, should be discarded after one use, or thoroughly cleaned and disinfected between uses with a chemical germicide.
- The same procedure should be fol-

lowed for other instruments, such as razors or cuticle scissors.

- A personal service worker with open sores or weeping sores should refrain from direct client contact until the wound is healed.

All instruments used by personal service workers should be sterilized or disinfected between uses. Information on commercial germicides may be obtained from the Disinfectant Branch, Office of Pesticides, Environmental Protection Agency, 401 M St., S.W., Washington, DC 20460.

Workers With Jobs Requiring Special Precautions

Police personnel, firefighters, emergency medical workers, and prison employees may be exposed to blood or other body fluids of people with AIDS or AIDS-related disorders because of accidents, fires, or violence. Fortunately, by observing a few simple rules, workers can avoid infection.

- Avoid wounds from weapons and punctures from hypodermic needles used by drug abusers. Blood on these articles could cause infection.
- Use disposable gloves in handling contaminated articles.
- Place contaminated articles in a cut-proof evidence bag to be taken to a laboratory for examination or disposal.
- Clean up blood spills promptly with freshly diluted household bleach—one part bleach to 10 parts water.
- If mouth-to-mouth resuscitation is necessary for a person with AIDS, use an "S-tube" or a hand-operated resuscitator bag.
- Wash your hands after exposure to any possible source of infection. Hand washing reduces the chance of spread of infection.
- Wear protective masks, gloves, gowns, and shoe coverings, if there is a chance of exposure to blood or other body fluids of someone with AIDS.

With proper precautions taken, the risk of contracting AIDS on the job is minimal. More information concerning AIDS and AIDS-related illnesses can be obtained from:

- Your union representative or personnel department
- Your doctor.
- Your state or local health department.
- The Public Health Service's toll-free hotline: 1-800-342-AIDS.
- Your local chapter of the American Red Cross.

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Picture No. 1



Red Bank, N.J.—Picture No. 4



Red Bank, N.J.—Picture No. 2



Red Bank, N.J.—Picture No. 5



Red Bank, N.J.—Picture No. 3



Red Bank, N.J.—Picture No. 6

RED BANK, N.J.

At a recent regular meeting, the members of Local 2250 awarded service pins to those with longstanding membership in the United Brotherhood.

Picture No. 1 shows 60-year member William F. Buchanan.

Picture No. 2 shows 45-year members, from left: William Hewitson, Sam Bennett and Joseph Rimkus.

Picture No. 3 shows 40-year members, front row, from left: John Sulenka, George Schildknecht, Robert MacDonald, John Jones,

William Haller and Bryce Haldeman.

Back row, from left: Frank Peschek, John Orr, Mike Onuska, Gordon Marshall, Mario Marino and Ed Austin.

Picture No. 4 shows 35-year members, from left: Stanley Richards, Ralph Newman, Eugene Gulovsen, Robert Levy, Robert Hembling, John Hazard and John H. Hilbert.

Picture No. 5 shows 30-year members, from left: Art Roussell, Karl Nordin, Dan Hornik, Charles Capro and Frank Grabowski.

Picture No. 6 shows 25-year members, from left: Business Representative James A. Kirk Jr., John McKenna, Thomas Scala and Don St. Germain.

Also honored, but not pictured were: **60-year member** Al Carlson; **50-year members** Emil Eilertsen and Walter Michaelson; **45-year members** Leon Britton, Elmer Havens, Norman Jobs, Al Martin, John Mason, Norman Pharo, Ray Pierce, George Ruppel, Krist Simonsen, Phil Stafflinger, James Sunris and Arthur Youmas; **40-year members** Don Belvin, Daniel Britten, Charles Britton, William I. Buchanan, Mercer Clayton, Henry Erving, Ed Horn, Ed Irons, Robert Jagel, Pat Karinja, John Lamp, Kenneth Miller, Kenneth Mount, William Neihart, Ray Pinto, Vincent Porcelli, Kenneth Rose, Leroy Sass, Joe Smith, George Spafford, John Tatum, Edgar Welch and Ed Wenz; **35-year members** Gordon Allerton, Harry Bennett, Ralph Conover, Arthur Cotgreave, Louis Hartmen, William Levy, Fred Mann, George Ostrowski, William Patton, James S. Pemberton, Robert Perkins, Ken Peterson, Brad Piersall, Ivan Pulos, James Reed, John Regan, Ernest Schanck, Donald Smith, Thomas Stothart, Walter Windsor and Dick Kirman; **30-year members** Ray Binaco, Stanley Boylan, Harold Hayek Sr., Richard Kreiss and William McComas; **25-year members** Nick Barbato, Frank Buonano, Martin Fehlhaber, Robert Graber, Frank Hocko, Robert Lemay, William Normand and Vincent Schreck.



Chicago, Ill.

CHICAGO, ILL.

Local 13 held a pin presentation during their annual holiday party where 60-year member Elio Cipriani, left, and 25-year member Nick Cortina, second from right, were honored. Also pictured are General Executive Board Member Thomas Hanahan and Local Business Manager Thomas E. Ryan, right.

CHICAGO, ILL.

Special recognition goes to Halvor Hansen, a member in good standing of Local 13 for 68 years. The 89 year-old Hansen joined the local in 1919.



Hansen



Monterey, Calif.
Picture No. 1



Monterey, Calif.—Picture No. 2



Minneapolis, Minn.—Picture No. 4

MONTEREY, CALIF.

At a local union meeting, Local 1323 gave special recognition to members with 40 and 45 years of experience.

Picture No. 1 shows 40-year members, first row, from left: John Foxworthy, Ross Ricks, Eighth District Board Member Bud Bryant, Casper Aliotti, Russ Hansen, Clem Savoldi, Representative Paul Richards and Serafin "Butch" Caballo.

Second row, from left: Wilfred McGowan, Grover Carver, Dean Nichols, Manual George and Donald Laycock.

Third row, from left: William Reynolds, Lloyd Dickson, Lee Reyburn, Orencio Perez and Joe Torres.

Fourth row, from left: Vince Cal, Bill Ewing, Ron Vining, Sid Whitaker, William Lingg, Virgil Spencer, George Womack and Elford MacDonald.

Picture No. 2 shows 45-year members, front row, from left: Ray Danielson, Board Member Bryant, Maurice Urquidi, Lester Vandervort, Harold Burkam and Representative Richards.

Back row, from left: Theo Wood, Al Huffman, Lloyd Maybury, Jess Franco, Carl Cardinalli and Tony Perez.

Honored but not available for pictures were **40-year members** Joseph Aliotti, Al Augustitus, Robert Baker, Virgil Baker, C.O. Childress, W.B. Danielson, Warner Dodge (posthumously), Marion Getz, Carl Gideon, George Gile, Vern Henderson, Elias Houck, M.E. Krebs, Ollie Layton, Elford MacDonald, Ray Mann, John Martin, Ralph Monroe, B.M. Neal, Joe Patrick, Leonard Piazza (posthumously), Forrest Rudy, Bob Rush, John Senti, Harold Thomas, Carl Voigt, Cecil Walker and Charles Whiteman; and **45-year members** Stephan Bridge, G.M. Connelly, Bill Jensen, Vancil Jones, Harold Myhr, Glen Nutter, Monroe Parker, Birt Schaefer, E.F. Schafer and Sam Tunnell.



Minneapolis, Minn.—Picture No. 1

MINNEAPOLIS, MINN.

Local 7 recently honored members celebrating 50 or more years of service to the Brotherhood.

Picture No. 1 shows 71-year member Richard Otte, right, with Local President George Zastrow.

Picture No. 2 shows 65-year member E.C. Habberstad, right, with Financial Secretary Reeve Webster, left, and President Zastrow.

Picture No. 3 shows 60-year members Fritz Johnson, left, and 58-year member Ted Hagfors, right.

Picture No. 4 shows 50 and over members: William Edwin, Harry Erickson, John Erickson, E. C. Habberstad, Ted Hagfors, Fritz Johnson, Mathias Opsahl, Richard Otte, Charles Schleich, Harold Sersland, Donald Stark, Ernest Strom, Aldor Swanson, Oscar Swanson, F. O. Wallander, Paul Winje and Kenneth Zimmerman.

Members honored but not photographed were Stanley Amundsen, Albert C. Anderson, B. A. Anderson, John Arneson, Sam Burdman, Harold Dahlen, W. E. Dusterhott, Robert Eckers, Gustaf Ellefson, Ernest E. Enquist, W.



Minneapolis, Minn.—Picture No. 2



Minneapolis, Minn.—Picture No. 3

A. Falk, H. V. Forsen, Emil Gustafson, Henry Hansen, William Hareid, Roy L. Hess, Arthur Huovie, Edward J. Kunz, Edmund Johnson, Richard C. Johnson, W. Johnson, John R. Jones, Alfred Lindholm, Wallace Morin, John C. Nelson, Paul Nelson, Ernest Olson, Henrik Olson, R. E. Olson, Thomas Osborne, Oscar Ramberg, John Sappa, Charles H. Shaub, John Skoglund, Wilhelm "August" Soders, Ernest Sundberg and Wm. "Otto" Widmer.



Hazleton, Pa.—Picture No. 2



Hazleton, Pa.—Picture No. 3



Hazleton, Pa.—Picture No. 4



Hazleton, Pa.—Picture No. 5



Hazleton, Pa.—Picture No. 6



Cincinnati, Ohio

HAZLETON, PA.

Local 76 recently honored members with 25 to 65 years of service to the UBC at an awards banquet. The honorees were photographed by Financial Secretary John J. Bashago.

Picture No. 1 shows 65-year member Wallace Henninger.

Picture No. 2 shows 25-year members, front row, from left: Jim Blew, Joe Burda, Adam Dombrosky, Mike Jarick, Nelson Kehler and Wayne Lohrke.

Back row, from left: Carl Lute, Bob Mint, Ron Welliver, Steve Peron, George Wolehesky and Ted Yacilla.

Picture No. 3 shows 30-year members, front row, from left: Frank Casey, Bob Clark, Norbert Cotazza, Charles Dvorscak, Jack Hornack and Leonard Kalades.

Back row, from left: Mile LaRose, George Mauray, Paul Minda, Frank Moran, Howard Sandri, Angelo Serra and Bernie Smitovich.

Picture No. 4 shows 35-year members, front row, from left: Nick Allegretto, Jim Belusko Sr.,



Picture No. 1

Leonard Capozzeli, Robert Jones and Roy Kleppinger.

Middle row, from left: Robert Klinger, George Miller, John Pasierb, Frank Peron, Stanley Ritsick, Harold Sheman and Mike Siroka.

Back row, from left: Carl Smith, Carl Valentine, Bill Walp, George Sikowski, Vic Yanuskiewicz and Steve Zanalini.

Picture No. 5 shows 40-year members, front row, from left: Joe Bove, Bill Doyne, Charles Eroh, Fred Falls and Harold Faust.

Center row, from left: Adolph Folta, Stanley GaLavage, Steve Garancheski, Emil Gera and Bill Kadis.

Back row, from left: Alex Krawczel, Bill Marcinkevich, Frank Moshinski, Corney Neiswender and Chet Purnell.

Picture No. 6 shows 45-year members, front row, from left: Joe Adams, Bill Cresina, Bob Ertwine, Joe Kutskiel and George Lohrke.

Center row, from left: John McCready, Adam Marcinkevich, John Marcinkevich, Gerald Marion and Charles I. Reading.

Back row, from left: Joe Vadus and Paul Sell.

Honored but not available for photographs were **25-year member** Charles Marshall, **30-year member** Fred Baum, **35-year member** Al Folta and **40-year members** John Anthony and Harold Schieb.

CINCINNATI, OHIO

Local 415 awarded its members with longstanding service at its December meeting. Pictured from left: Robert Walters, 30-year member; Elmer Geiser, 35-year member; Robert Willsey, 45-year member; Earl Brown, 20-year member; and William Kloeker, 35-year member.

Back row: Charles Meece, 30-year member, David Meece, 30-year member; Elbert Meece, 30-year member; Alfred Binzer, 20-year member; Allen Buschard, 20-year member; and Richard Cahill, 20-year member.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

MORTON, WASH.

Members of Local 2767 were presented with pins for their longstanding service to the Brotherhood this spring.

Picture No. 1 shows Frank Strasser, 45-year member; Hubert Neeley, 50-year member; Charles Graves, 45-year member; and Wes Jones, 45-year member.

Picture No. 2 from left: H.E. Turner, Robert Gottfyrd, Woodrow Vandebroe, Richard Rooda,

Robert Maitland, and E.L. Parks, all 40-year members.

Picture No. 3 back row: Don Phillips, 35-year member; Robert Gerard, 35-year member; Fred Thayer, 35-year member; and Kenneth Thayer, 25-year member. Front row: William Hewitt, 35-year member; Donald Stumm, 35-year member; Harold Thayer, 40-year member; Leonard Lawty, 35-year member; and Spencer Harmon, 35-year member.



Morton, Wash.—Picture No. 1



Morton, Wash.—Picture No. 2



Morton, Wash.—Picture No. 3

ST. LOUIS, MO.

Local 1596 honored its members of longstanding service to the Brotherhood at their annual Christmas party.

Picture No. 1 shows Leonard Terbrock, executive secretary-treasurer; Bernard Fulwider, 50-year member; Glen Jackson, business representative; and William Steinkamp.

Picture No. 2 shows 50-year member Adam Mueller.

Picture No. 3 shows 60-year member Oscar Dressel.



Picture No. 2



Picture No. 3

Picture No. 4 shows 65-year member Charles Bentz.

Picture No. 5 was taken of members awarded for longstanding service. From left: Keith Cobb, trustee; John Schmied, financial secretary-treasurer; Glen Jackson, business representative; John Goff, 25-year member; Kevin Byrne, trustee; Leonard Terbrock, executive secretary-treasurer, St. Louis District Council; Thomas Kern, 25-year member; Bernard Fulwider, 50-year member; Charles Bentz, 65-year member; Oscar Dressel, 60-year member; Walter Roesch, vice president; Adam Mueller, 50-year member; Raymond Vogler, 25-

year member; Ollie Langhorst, retired district council secretary-treasurer; William Carter, 25-year member; Michael Lesinski, 25-year member; Bob Monroe, president; Leo Schroeder, 25-year member; William Steinkamp, business representative; and David McFerron, trustee.

25-year pin recipients for Local 1596, but not pictured, included Leonard Kowalski, Stuart Bruner, Stanley Curtiss, Leamon Pender, Louis Geen, Jerry Frenzel, James McCabe, Edward Kraus, Sam D. Dolce, Melvin Larson, Bruce Pangburn, and Donald Weiss.



Picture No. 4

Other members eligible for awards but unable to attend the celebration were Phillip Mang, 60-year member; Ervin Brachtendorf, 50-year member; Phillip Kreider, 50-year member; and John Schneker, 50-year member.



St. Louis, Mo.—Picture No. 1



St. Louis, Mo.—Picture No. 5

IN MEMORIAM

The following list of 860 deceased members and spouses represents a total of \$1,563,809.58 death claims paid in May 1987; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Charles Edward Mason, Philip F. Probst, Philip F. Probst, Robert N. Michalski, Robert S. Nirva.
- 2 Cincinnati, OH—John Washington Eaton
- 3 Wheeling, WV—Charles J. Swingle
- 5 St. Louis, MO—Elsie C. Bradley (s), Eugene W. Payton, Wilburn I. McKeethen.
- 7 Minneapolis, MN—Arlene J. Obrien (s), Charlotte E. Johnson (s), Glen A. Ford, Gustaf E. Ellefson, Steven Havrith.
- 8 Philadelphia, PA—Fred Frederickson, Gilda H. Leister (s), Walter Lamont.
- 9 Buffalo, NY—Paul Santospirito.
- 10 Chicago, IL—James E. Harry, Oscar Renman, Rosalee Braswell (s).
- 12 Syracuse, NY—Harry J. Harvey.
- 13 Chicago, IL—Angela Krawczyk (s), Irving Pearson.
- 14 San Antonio, TX—Alfred E. Wolfshohl, George L. Yose, John George Geis, Louis E. Zaleski.
- 15 Hackensack, NJ—Alexander Lewis, Charles Grabe, Frank Dvorak, George Nunnermacker, Herbert Swens, Jacob Giardina.
- 18 Hamilton, Ont, CAN—Martin Berendt
- 22 San Francisco, CA—Carl Eschler, Frank Kammerer, George Marin, John W. Little, Joseph B. Mitchell, Princesia Hendon (s), U. L. Beck.
- 23 Williamsport, PA—Harry Howells.
- 24 Central Connecticut—Alice Dubreuil (s), Frank Annunziata, Frank Tejral, Joel A. Whipple.
- 25 Los Angeles, CA—Charles A. Willis, J. W. Vercher, Jack E. Gray, Robert H. Cook.
- 27 Toronto, Ont, CAN—Mervyn C. Coert.
- 31 Trenton, NJ—Joseph J. Bronish.
- 34 Oakland, CA—William J. Yager.
- 35 San Rafael, CA—Marie B. Dentkos (s).
- 36 Oakland, CA—Arnold L. Chapman, Clara Lane (s), Henry Yee, John W. Fields, Martin Bailey Loomis, Mary Ione Dockery-Porter (s), Mary N. Ferring (s), Rita Mae Brooks (s), Stanley J. Bowers.
- 42 San Francisco, CA—John W. Owen.
- 46 S Ste Marie, MI—William D. McIntosh.
- 47 St. Louis, MO—Edna B. Kapper (s), John R. Graber.
- 48 Fitchburg, MA—Wilho Ojaliento.
- 50 Knoxville, TN—Edward Carl Donaldson, James Roy Lee.
- 54 Chicago, IL—Aloysius Moskalski, George O. Steele.
- 55 Denver, CO—Henry Western, John J. Solomon, Robert Stevens.
- 56 Boston, MA—William Harrington.
- 58 Chicago, IL—Carl L. Nelson, John I. Cleve, Roy Fredrick Erickson, William Padgett.
- 60 Indianapolis, IN—Russell G. Lewis.
- 61 Kansas City, MO—Charles T. Boyer, Forest C. Ireland, Fredric W. Miller, Joseph W. Niewald.
- 62 Chicago, IL—Sven Olson.
- 63 Bloomington, IL—Paul G. Meier.
- 64 Louisville, KY—James R. Keltner, John Cantrell Gill.
- 65 Perth Amboy, NJ—George F. Martin.
- 66 Olean, NY—Arthur W. Peterson, Mary Gronski (s).
- 67 Boston, MA—William E. Briggs.
- 69 Canton, OH—Garry W. Meese, Raymond E. Fair.
- 71 Fort Smith, AR—James O. Crabtree.
- 73 St. Louis, MO—Charles F. Neal, Charles J. Kahr Jr.
- 74 Chattanooga, TN—Benjamin W. Fletcher, Jennie Bell Shelton (s).
- 80 Chicago, IL—Emil W. Maxeiner, Ernest P. Wavak, William Strachan.
- 81 Erie, PA—Carl F. Bates.
- 87 St. Paul, MN—Clarence W. Oletzke, Donald Jacobson, Raymond R. Johnson, Vincent Kranz.
- 89 Mobile, AL—Ezra B. Turner, Henry W. Watson, Nora Mae G. Smith (s).
- 93 Ottawa, Ont, CAN—Alvin Brownell, Irene Vachon, Lawrence Shaw.
- 94 Providence, RI—George Espanola, James Walter Trojan, Manuel Corey, Oscar Laurienzo, Raymond Jordan, Thomas Hines.
- 101 Baltimore, MD—Dorothy Larue Swartzbaugh (s), Edward Novarine, George P. Jordan, Harvey Ryckman, James Leroy Gardner, Julius L. Holzar, Vernon S. Weller.
- 102 Oakland, CA—Carl Ivon Carlson, Jane Rita Vanover (s).
- 109 Sheffield, AL—Dalton Lee Scott, Roy S. Renfroe.
- 111 Lawrence, MA—Walter A. Bruce.
- 114 East Detroit, MI—Albert Parker, Buster Sewell, Donald C. Bennett, George A. Peterson, James M. Needham, Mary Elizabeth Needham (s).
- 115 Miami, Florida—Salvatrice M. Lotaurio (s).
- 118 Detroit, MI—Andrew Stocking, Donna Jane Young (s), George V. Buche, Howard Brooke (s), Louis G. Bernier, Marie V. Pavella (s), Wesley Frank Smith.
- 120 Utica, NY—Joseph Desgrossier, Joseph F. Droski.
- 123 Broward County, FL—Ben Stollen, Betty E. Granados (s), Paul K. Maupin, Walter Bopp.
- 125 Miami, FL—Alfred Anderson, Eric Makela, George D. Lusk, Helen I. Stevens (s).
- 127 Birmingham, AL—Ross W. Reeves.
- 130 Palm Beach, FL—Albert H. Lilly, Clifford E. Osborne, Edwin C. Howe, John B. Martin, Nettie Whitaker (s), Rosemary S. Smith (s), William J. Senior.
- 131 Seattle, WA—Benhart J. Peterson, Eleanor Benson

Local Union, City

- (s), Florence Mary Beaudoin (s), Joseph D. Ray, Louis W. Milliken, Rachel Mary Covey (s), Robert E. Potteiger.
- 132 Washington, DC—John M. Wist, Louis J. Horvath, Paul A. Fender, Richard Snooks, Jr., Russell M. Dean, Jr., Walter L. Pumphrey.
- 133 Terre Haute, IN—Gretchen A. Meneely (s), Robert L. Donham.
- 135 New York, NY—Martin Chanin, Mollie Baslow (s).
- 140 Tampa, FL—Beatrice Moree Smith (s), Clyde L. Stough, Joseph I. Frost, Luther R. Sollenberger, Winnell C. Hurst (s).
- 142 Pittsburgh, PA—Paul C. Schuster.
- 144 Macon, GA—Johnnie V. McEachern (s).
- 149 Tarrytown, NY—Vincenzo Mastroianni.
- 153 Helena, MT—Clarence A. Whitten, Violet Henrietta Work (s).
- 161 Kenosha, WI—Rose Marie Meitner (s), William Kornwolf.
- 162 San Mateo, CA—Bob Schaar.
- 165 Pittsburgh, PA—Charles R. Keough.
- 174 Joliet, IL—Carl Lesnik, Charles Glagola.
- 180 Vallejo, CA—Clayton Roy Taylor, Robert R. Young, Willie P. Powell.
- 181 Chicago, IL—Floyd Mattheussen, Stephan Sidor.
- 182 Cleveland, OH—Clarence Baylor, Harry Thomas Sawitzke, Joseph B. Rote, Juanita Harryette Zackel (s).
- 183 Peoria, IL—John L. Link, Marshall Koebel, Otho G. Eisternitz, Otto W. Wendland.
- 184 Salt Lake City, UT—Pauline R. Angerer (s), Wilford B. Schulze.
- 186 Steubenville, OH—Carl Raymond Gilchrist.
- 188 Yonkers, NY—Joseph Pierro.
- 190 Klamath Falls, OR—Harold A. Davis.
- 195 Peru, IL—Henry J. Narwick.
- 199 Chicago, IL—Alexander Zaklan, Alma Michaud (s), Diann Wagner (s), Margaret C. McIlvay (s).
- 200 Columbus, OH—Benjamin D. Ault, Donald R. Davis, Earl E. Swackhamer, John E. Junkins, Roy E. Graham, Virgil Ballard.
- 201 Wichita, KS—Voyce McCarty.
- 203 Poughkeepsie, NY—John J. Seeland.
- 204 Merrill, WI—Arlan E. Moyer.
- 206 Newcastle, PA—William J. Sanfelice.
- 210 Stamford, CT—Andrew Carriello, John R. Fiorde-lisi.
- 211 Pittsburgh, PA—Floyd G. Yerkins, Grant J. Lemmon.
- 213 Houston, TX—Clarence A. Walker, Eddie A. McKee, Gus Alfred Koepke, Loy W. Taylor.
- 215 Lafayette, IN—John A. Gregor.
- 218 Boston, MA—Arnold Deveau.
- 223 Nashville, TN—Albert Sims Sampson.
- 225 Atlanta, GA—Annie Peterson Hill (s), Ben Harold Parris, John Robert Haynes, Julian Vance Henson, William C. Annandale.
- 230 Pittsburgh, PA—Elmer J. Guerra.
- 232 Fort Wayne, IN—Alva Kemple, Carl E. Resac, Keith V. Carroll.
- 242 Chicago, IL—Kenneth S. Brooks.
- 244 Grand Jct., CO—Earl Manspeaker, Henry Ramsey.
- 246 New York, NY—Ole Clementz.
- 247 Portland, OR—Catherine Elizabeth Goble (s), Donald E. Kovar, Elmer Harry Glines, Merwin R. Toothaker, Raymond F. Dumke, Robert S. Acheson, Samuel P. Thornburg, Wilbert W. Milbrandt.
- 248 Toledo, OH—Floyd Hall.
- 255 Bloomington, NY—Faith M. Lucas (s).
- 257 New York, NY—Carl Olsson, Charles Dahlstrom, Herman Meyer, Peter Adaskewicz.
- 259 Jackson, TN—Roderic Franklin Hardison.
- 260 Berkshire Cnty., MA—Gunnar Hanson.
- 261 Scranton, PA—Ceil Marcinkus (s), Charles Smith.
- 262 San Jose, CA—Joseph Herscher, Raymond L. McDaniel.
- 264 Milwaukee, WI—Carlton A. Johnson, Edward C. Felix.
- 265 Saugerties, NY—George Yerry Jr., Rita Jones (s).
- 267 Dresden, OH—Okey P. Henthorn, Paul Ford.
- 272 Chicago Hgt., IL—Kelleen E. Szostek (s).
- 278 Watertown, NY—Frank J. Diefendorf.
- 280 Niagara-Gen & Vic, NY—Bella Marchildon (s), Frederick Alexander, Mae R. Gibson (s).
- 281 Binghamton, NY—Orville H. Hanson.
- 283 Augusta, GA—Gabriel Dion Sr.
- 287 Harrisburg, PA—James C. Heiser.
- 296 Brooklyn, NY—Clarence Fitz Cadogan.
- 297 Kalamazoo, MI—Alex Vanderbeck, Arthur R. Vanorder, Herbert Clapp, Isophene Coville (s).
- 308 Cedar Rapids, ID—Hugo Lindahl.
- 316 San Jose, CA—Edmund P. Painchaud, Ernest J. Harvey, Florence S. Gibbons (s), Harry S. Araki, Josephine Lucille Benskin (s), Monroe R. Taylor, Peter G. Navarro, Thomas C. Allan.
- 319 Roanoke, VA—John Allen Robertson, Paul Kyle Allen.
- 320 Augusta, MA—Richard I. Harlow, Sr.
- 329 Oklahoma City, OK—Elmer George Winkle, Myrtle I. Shafer (s).
- 335 Grand Rapids, MI—Cleo Everett.
- 344 Waukesha, WI—John F. Grohall.
- 345 Memphis, TN—George E. Trumble, James E. Jeffery.
- 348 New York, NY—Arthur Aarne, Harold MacPhee.
- 350 New Rochelle, NY—Kristen Hansen.

Local Union, City

- 354 Gilroy, CA—Lola Robinson (s).
- 357 Draffenville, KY—Leslie I. Myers.
- 362 Pueblo, CO—Joseph A. Dionesse.
- 363 Elgin, IL—Gordon Anderson.
- 369 N. Tonawanda, NY—John Max Kollwitz.
- 370 Albany, NY—Floyd Dennis, Thomas J. Giell.
- 393 Camden, NJ—Corbet Johnson, Frances M. Suden (s), James F. Gorman, Leonard L. Boye.
- 400 Omaha, NE—Aaron Williams, Joseph J. Krska.
- 402 Northampton, MA—Clarence H. Fiske.
- 410 Ft. Madison & Vic., IA—Margaret A. Pullins (s).
- 413 South Bend, IN—Diane M. Dylewski (s), Norma H. Yeggy (s), Robert H. Yeggy, Roscoe M. Robinson, Russell O. Knowlton.
- 422 New Brighton, PA—Donald A. McKee.
- 424 Hingham, MA—Ann M. Thayer (s), John W. Imlay.
- 429 Arlington, TX—J. Gilbert Venable, J. T. Robertson, J. T. Wilson, Joseph Alburts Palmer.
- 434 Chicago, IL—Carl Holmgren, Theodore DeYoung.
- 452 Vancouver, BC, Can.—Adolphe Leo Jeroski, Louis Ganzaroli.
- 454 Philadelphia, PA—Michael Costello.
- 455 Somerville, NJ—Edward Sakos, Sr., Michael Phillips, Percy Brokaw.
- 458 Clarksville, IN—Leoda R. Pry (s).
- 465 Chester County, PA—Francis J. Mee, Gunner Nystrom.
- 470 Tacoma, WA—Grace Sondrud (s), Joseph H. Campeau, Sr., Robert A. Perry.
- 483 San Francisco, CA—Carl Michler, Douglas L. Bruce, Frisic M. Jakabsons, James J. Little, Johnstone Latto Taylor, Paul B. Blondell.
- 492 Reading, PA—Elsie K. Guiles (s), Harvey F. Schneek, William H. Hoy Jr.
- 497 Crossett, AR—Elmer R. Bates.
- 502 Port Arthur, TX—Fred Morris, Thomas T. Wilson.
- 503 Lancaster, NY—Eugene W. Palicki.
- 510 Berthoud, CO—Benjamin F. Siebert, Lewis G. McBroom.
- 512 Ann Arbor, MI—Abram Sloat.
- 515 Colorado Springs, CO—Morris G. Platt.
- 517 Portland, MA—Rebecca M. Cummings (s).
- 518 Sistersville, WV—Wilson N. Potts.
- 522 Durham, NC—Parker T. Stephenson.
- 531 New York, NY—Dudley McCaulsky, Giuseppe Bortolin, Julia Hilgenfeldt (s).
- 535 Norwood, MA—William E. Slaney.
- 537 Aiken, SC—Grace E. Wood (s).
- 541 Washington, PA—Robert D. Hough.
- 546 Vincennes, IN—Earl F. Lewis, Leonard I. Smith.
- 549 Owensboro, KY—Richard C. Logsdon, Thurston Lloyd Allen.
- 551 Houston, TX—Arthur B. Anderson, Arthur M. Bondurant, Jr., Ila Mae Davis (s), Maggie Grace Williams (s), Weldon G. Powell.
- 562 Everett, WA—Albert Ahlquist, Arthur L. Deering, Fern E. Price (s), Henry C. Nissen.
- 563 Glendale, CA—Clarence A. Sexton, John D. McDade, Joseph Roy McNabb.
- 569 Pascagoula, MI—Eugene Byrd, Vernon Oscar Messersmith.
- 573 Baker, OR—Charles R. Frayer, Ivan W. Calhoun.
- 576 Pine Bluff, AR—Roger W. Morgan.
- 579 St. John, NF, Can.—Lillian Lynch (s).
- 584 New Orleans, LA—Alfred J. Schloegel, Julius H. Goetz.
- 586 Sacramento, CA—Elmo E. Seaburg, Shirley W. Sandage, Stanley E. Brinegar.
- 596 St. Paul, MN—Genevieve Craig (s).
- 599 Hammond, IN—Cecelia T. Fleener (s).
- 603 Ithaca, NY—Lawrence Tracy Parlett, Martin H. Gibson.
- 606 Va Eveleth, MN—Helga O. Lindvall (s).
- 608 New York, NY—John Falzon.
- 613 Hampton Roads, VA—Rinaldo, J. Manzo.
- 620 Madison, NJ—George Mayernik, Majorie Ann Graham (s), William J. Morrissey Jr.
- 621 Bangor, ME—Quintin L. Farmer.
- 623 Atlantic County, NJ—Carl P. Ioppolo, Virginia Crouse (s), William Dittme.
- 626 Wilmington, DE—George L. Pelkey Sr., Raymond M. Foraker.
- 627 Jacksonville, FL—Bernace E. Dixon, Dawman S. Gay, Elton F. Owens.
- 633 Madison & Granite City, IL—Francis Willis Richardson.
- 634 Salem, IL—Joel P. Conley.
- 635 Boise, ID—Arvie W. Woodard.
- 638 Marion, IL—Levi Ford Ury, Marie Drury (s).
- 642 Richmond, CA—Charles E. Hall, Lewis Ray Dunn.
- 644 Pekin, IL—Doris June Hundley (s), Harold R. Mullins, William Paul Byers.
- 678 Dubuque, IA—Magdalen J. Delaney (s).
- 690 Little Rock, AR—Charles D. Quinn, Robert L. Horn.
- 693 Lodi, WI—Clark E. Elderkin.
- 698 Covington, KY—Lawrence Wallace.
- 701 Fresno, CA—Harvey B. Smith.
- 710 Long Beach, CA—Bessie V. Scott (s), Earle F. Howard, Elzie O. White, Rosa Mae Robertson (s).
- 721 Los Angeles, CA—Clayton E. Strimple, Guisela Aurora Yauri (s), Hilda Lucy Moulton (s), Kurt Baldiga, Nils Henning Adolphson.
- 740 New York, NY—Joseph N. Vandernoth.
- 743 Bakersfield, CA—Daisy McKee Dasch (s), George Tyree.

745 Honolulu, HI—Akira Shinada, George Castilio Sr., Meldon John Sowell, Tadashi Mizokawa.
 751 Santa Rosa, CA—Helen Margaret Berry (s), Karl Einar Molin.
 764 Shreveport, LA—Oscar Derwood Logan.
 769 Pasadena, CA—James L. Behrens, Ralph Arredondo.
 771 Watsonville, CA—Bettybelle Petersen (s), Cledeath Amil Pace.
 772 Clinton, IA—Arthur Stuckel.
 781 Princeton, NJ—Walter L. Coan.
 783 Sioux Falls, SD—Bernice C. Michael (s), Frederick J. Payne.
 785 Cambridge, Ont., CAN—Ezra Brown.
 790 Dixon, IL—Merle Wolf.
 792 Rockford, IL—Raymond Strait.
 804 Wisconsin Rapids, WI—Stanley Ostricki.
 824 Muskegon, MI—J. Frank Barnes.
 836 Janesville, WI—Harold G. Dixon, William Wilson.
 844 Canoga Park, CA—Erma E. Siddall (s), Eugene V. Klaus, Florence M. Doub (s), Fred Amick Day.
 846 Lethbridge, Alta., CAN—Alexander Ross Clarke.
 848 San Bruno, CA—Augustine G. Martinielli.
 857 Tucson, AZ—Alves Carnal, Caesar Ramirez.
 859 Greencastle, IN—Russell B. Spurgeon.
 875 Panama City, FL—John Ward Sr.
 902 Brooklyn, NY—Jose R. Crispin, Joseph Henry Bishop, Raymond Pettit.
 906 Glendale, AZ—William O. Bowling.
 911 Kalispell, MT—Ernest Lundstad, Helen B. Robinson (s).
 929 Los Angeles, CA—Ida Louise Rayford (s).
 943 Tulsa, OK—Carl R. Cleveland, Charles M. Bumgarner, Clifford M. Parker, Melvin Lee Waters, Sr. San Bernardino, CA—H. Beecher Stowe, Merl C. Miller, Mildred C. Dennett (s), Woodrow W. Jolly.
 948 Sioux City, IA—Doris M. Muckey (s).
 964 Rockland Co., NY—Hugo Prozeller.
 971 Reno, NV—Bennie E. Jones, Ellen M. Tworzanski (s), John E. Trinchero.
 973 Texas City, TX—Robert H. Buchhorn.
 977 Wichita Falls, TX—Edward Homer Boyett, Lottie Mae Watson (s).
 978 Springfield, MO—Viva Jean Wright (s).
 981 Petaluma, CA—Dwight L. Herrick.
 1005 Merrillville, IN—Harold E. Thoreson.
 1006 New Brunswick, NJ—Stanley Chodkowski.
 1022 Parsons, KS—Jonathan Baldwin Snyder.
 1026 Miami, FL—George E. Devoid.
 1027 Chicago, IL—Clarence H. Selle, Gunnar Beckstrom, William Wurster.
 1031 Louisville, KY—A. Dale Ingram.
 1042 Plattsburgh, NY—Harold James.
 1046 Palm Springs, CA—Blanch Evelyn Knight (s), Henry D. Yandell, Mary Anne Von Schritzl (s).
 1050 Philadelphia, PA—Louis Solometo, Nick Caruso.
 1052 Hollywood, CA—John Clayton Ringer, Nancy T. Nimmo (s).
 1053 Milwaukee, WI—Edward Emch.
 1054 Everett, WA—Arthur J. Lewis.
 1059 Schuylkill County, PA—George E. Emery.
 1062 Santa Barbara, CA—Robert B. Bingham.
 1078 Fredericksburg, VA—William H. Wilson.
 1084 Angleton, TX—Willie S. Walden.
 1089 Phoenix, AZ—Frank D. Poindexter.
 1097 Longview, TX—William O. Irons.
 1098 Baton Rouge, LA—Austin Boudreaux Sr., John B. Templett, Jr., Robert H. Methvin.
 1102 Detroit, MI—Eleanor I. Pritchard (s), Forrest Dean Kee, Jessie Charters, John Williams Potts.
 1108 Cleveland, OH—Anne Backus (s), Charles Raymond Lapp, Harry Anderson, Harry Daniel Larsen, Inga Ohm (s), Joseph J. Charnigo.
 1120 Portland, OR—Harlow W. Heim, John Miller.
 1134 Mt. Kisco, NY—Anna W. Sefick (s).
 1138 Toledo, OH—Noble Farmer, Walter J. Wamsher Jr.
 1144 Seattle, WA—Jack R. Delo, Lester R. Brimhall.
 1146 Green Bay, WI—Donald Schmechel, Harold Frank Miller, Paul John Anderson.
 1149 San Francisco, CA—George Jackson, Robert L. Hudson, William E. Maynard.
 1151 Thunder Bay, Ont., CAN—Mary Margaret McCool (s).
 1155 Columbus, IN—Elwood Sprague.
 1164 New York, NY—Henry Herr.
 1176 Fargo, ND—Roy C. Slininger.
 1184 Seattle, WA—Denton Chambers, Egon H. Branholf, Elmer H. Fix, Joyce Irene Taubeneck (s).
 1207 Charleston, WV—Arthur J. Lambert.
 1216 Mesa, AZ—J. Frank Matthews.
 1235 Modesto, CA—Everett P. Bower, Roy E. Johansen.
 1240 Oroville, CA—Donald D. Anderson.
 1243 Fairbanks, AK—James F. Chandler.
 1245 Carlsbad, NM—Irene Montoya Ortega, Jewell Marie Huggins (s).
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CORRECTION

We would like to apologize to Theodore Adamy, Local 1281, Anchorage, Alaska, and his family for listing him in the May issue with members who have passed away. Mr. Adamy received a disability claim not a death claim from the Brotherhood. We apologize for this mistake.



A new product that puts an end to useless trips up and down ladders. It's a new all-purpose ladder tray under the trade name of Ladder Buddy. This multi-purpose tray provides a work and storage bench area that conveniently holds all types of equipment, tools and supplies while working from any type of extension or step ladder.

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What an Economic Bill of Rights Should Contain

If you truly want to bolster the U.S. economy, Mr. President, we suggest you study the needs of the working population.

President Ronald Reagan was crisscrossing the nation, last month, talking to friendly crowds in carefully selected towns and cities which have not been hard hit by unemployment and urging his listeners to support what he calls his "Economic Bill of Rights."

In the opinion of some political observers, the purpose of these speeches in the hustings is to distract the voters from the revelations of the Iran-Contra hearings back in Washington. In the opinion of others, it's an effort to push his whopping budget proposals through the Congress by asking voters to write their legislators.

To speak of an economic bill of rights is timely, of course, because the United States is currently celebrating the establishment of a Constitution and another, and far more important, bill of rights—the first 10 amendments to the U.S. Constitution, which guarantee rights and freedom as no other document before or since has done.

Whatever the reason for the President's latest public relations trips, I hope that his audiences will take a close look at his proposals regarding the nations' economy. In this case, as in so many others, actions will speak louder than words.

Let's look at the results of the administration's experiments with supply-side economics—what Vice President George Bush once called "voodoo economics." Let's see what White House economic policies have brought us thus far:

The nation is deeply in debt.—U.S. foreign debt more than doubled from 1985 to 1986, increasing from \$111.9 billion in 1985 to \$263.6 last year. The United States is now the world's largest debtor nation, a situation which could have profound impact on U.S. interest rates and our ability to buy homes and pay off consumer debts.

The President goes each year to Economic Summits, where the prime ministers and presidents of other nations suggest that we cut our deficits, but little is ever accomplished. Then the world leaders pose for the news cameras and go home. We haven't seen any mention of the President's "Economic Bill of Rights" at the summits, and we're not likely to do so. That's just for voter consumption, it seems.

It's ironic that during the first two years of the Reagan administration, the White House blamed many of the nation's economic troubles on the previous administration of Jimmy Carter. Well, if you'll look at the record,

you'll find that during the four years Mr. Carter was in office, the nation enjoyed trade and investment surpluses, not deficits—a \$141.1 billion surplus in 1981, \$137.0 billion in 1982, \$89.6 billion in 1983, and \$3.6 billion in 1984. It dropped precipitously in 1984, but, nevertheless, the nation still enjoyed trade surpluses all during the Carter administration. In fact, it enjoyed surpluses during the Nixon and Ford administrations, as well.

Some nations like Japan, Taiwan, Singapore, and West Germany have accumulated so much American wealth under President Reagan's "supply-side economics" that they are now forced to feed it back to us by buying into American enterprises and American real property, so we'll have money to spend to buy their products. Taiwan, for example, has \$62 billion in reserve U.S. dollars—so much that that nation, last month, decided it was all right for its businessmen to freely invest their export earnings overseas, especially in America. By the end of last year, the value of assets held by foreigners in the United States rose by \$270.2 billion, or 26%, to \$1.33 trillion, according to the U.S. Commerce Department.

There is nothing wrong with foreigners investing in this country, of course. Such investments indicate a belief, a faith in the American system of free enterprise. American firms—and Canadian firms, for that matter—have been investing in other nations, particularly third-world nations, for more than a century. This is how we got our coffee, our spices, our rubber, and many other commodities not available in North America.

However, the administration, today, supports unfair trade practices in the name of "free trade." Much of the economic difficulty we've experienced under the Reagan administration has been due to the fact that foreign investors have tried time after time to defeat efforts by North American unions to obtain fair wages and working conditions for the employees in these foreign-owned industrial plants and financial institutions. Our recent joint effort with the Building Trades to obtain a project agreement with the Toyota Company in Kentucky is a case in point.

Another area of economic conflict concerns government spending.—The main thrust of the Reagan administration has been that its opponents in Congress are wild spenders, not concerned with budget deficits. The President fails to tell his audiences that the White House staff is bigger than it has been in any previous administration. He fails to admit that his high defense budget has allowed many munitions and defense manufacturers to squander millions of dollars on tanks, missiles and other military hardware which become either obsolete or inadequate before they are mass produced. The nation has a growing population, adding hundreds of thousands of immigrants each year. It costs money for public services, and, yet, he threatens to veto any revenue bills which come from Capitol Hill. It used to be a Republican policy to "pay as you go". Because of the President's arbitrary stand on taxation, the administration's fiscal policy today might be labeled "pay in the next generation." Labor has told Congress that its quest for additional revenue to reduce the budget deficit can be achieved by making the tax system fairer. The White House had turned a deaf ear to labor's proposals.

When the President speaks to his audiences on his trips to various towns, he warns of a "new round of soaring inflation," unless his economic policies are

followed, and he blames this possibility on the opposition party. If inflation does return, it will be due to another rise in interest rates and the continued loss of American jobs to overseas enterprises, not to partisan politics. This cannot all be blamed on the Democrats.

If the President truly wants to draw up an "Economic Bill of Rights" for the American people and abide by it, I have a few suggestions as to the contents of such a bill of rights:

Article 1: For the good and welfare of all citizens, the federal administration will strive to achieve full employment, with a higher minimum wage and fair working conditions.

According to a recent report of the U.S. Labor Department, most the service sector jobs, which have shown the most increase during the Reagan administration, have been "dead-end" jobs—flipping hamburgers, stacking imported goods in warehouses, stocking retail shelves later at night. Many have been so-called "part-time" jobs, which are actually full time, but the employer doesn't want to pay the fringe benefits of a full-time job. Many unemployed Americans have exhausted unemployment compensation funds.

Article 2: The federal administration will assume all responsibilities allowed by the Constitution and the Congress to promote education, particularly vocational education, so that its citizens will be ready for future job openings.

The Labor Department's study which I mentioned above also states that there will be a growing number of highly skilled technical jobs in tomorrow's world. "All of the new jobs will be created in the service sector, and they will require workers with greater skills and education than do today's positions."

In spite of such predictions and, in spite of the lip service given to education by the White House, the administration continues to reduce educational expenditures, sacrificing educational needs for defense expenditures and political priorities.

The Russians, the Japanese and the Germans are placing far more emphasis on the teaching of science and higher education than we do. We must prepare the next generation for tomorrow's highly complex world.

Article 3: A goal of our economic system must be to provide adequate shelter, adequate housing for all of its citizens.

Under today's conditions, it is almost impossible for young families to own their own homes because of the high cost of real estate, restrictions on financing, the "points" charged, the title searches and the fees. More and more Americans are being forced into substandard rental housing, built by unskilled, non-union labor. Today we have hundreds and thousands of individuals and families sleeping in the streets of the U.S. because we aren't building housing for low and moderate income people or providing adequate safety nets for the destitute. The streets of many major cities have become the hobo jungles we knew a half century ago.

Article 4: We must maintain the family as the basic economic unit of today's society. We must strive to keep it economically solvent.

We are doing untold damage to this generation and the next generation as well by not taking steps to help create a wholesome homelife for our young people. By forcing both parents to work in order to gain the stability which once required that only one parent work, we are leaving young people to shift for themselves at a time

when they need counseling and adequate moral and mental preparation for the problems of tomorrow.

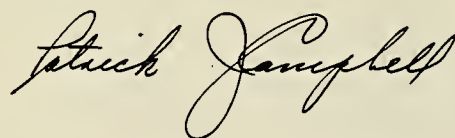
Article 5: In our society, money grubbing should not be an end in itself. We must keep the money changers in check.

In this era of expensive revolving charge accounts, money market certificates, CDs, land speculation, mutual funds and other money-changing media, greed for money has become an end in itself. Even *Fortune* magazine was recently moved to tell its readers, "Money is the only things that counts these days." The magazine quotes a bank official as saying, "It's not that people value money more, but they value everything else so much less—not that they are more greedy, but they have no other values to keep greed in check. They don't know what else to value."

There's a bill in the Congress which would curb the corporate raiders who are playing havoc with stocks traded on Wall Street. The Reagan administration, as we would expect, opposes such legislation.

I could go on, adding other articles to a labor bill of rights, but those are starters.

We don't have poor houses to go to in the 1980s, as we did when I was growing up. Labor unions have helped to keep us out of such institutions and provide us with some economic security, but, Mr. President, we need a poor person's economic bill of rights, not a corporate economic bill of rights, which your administration seems to understand.



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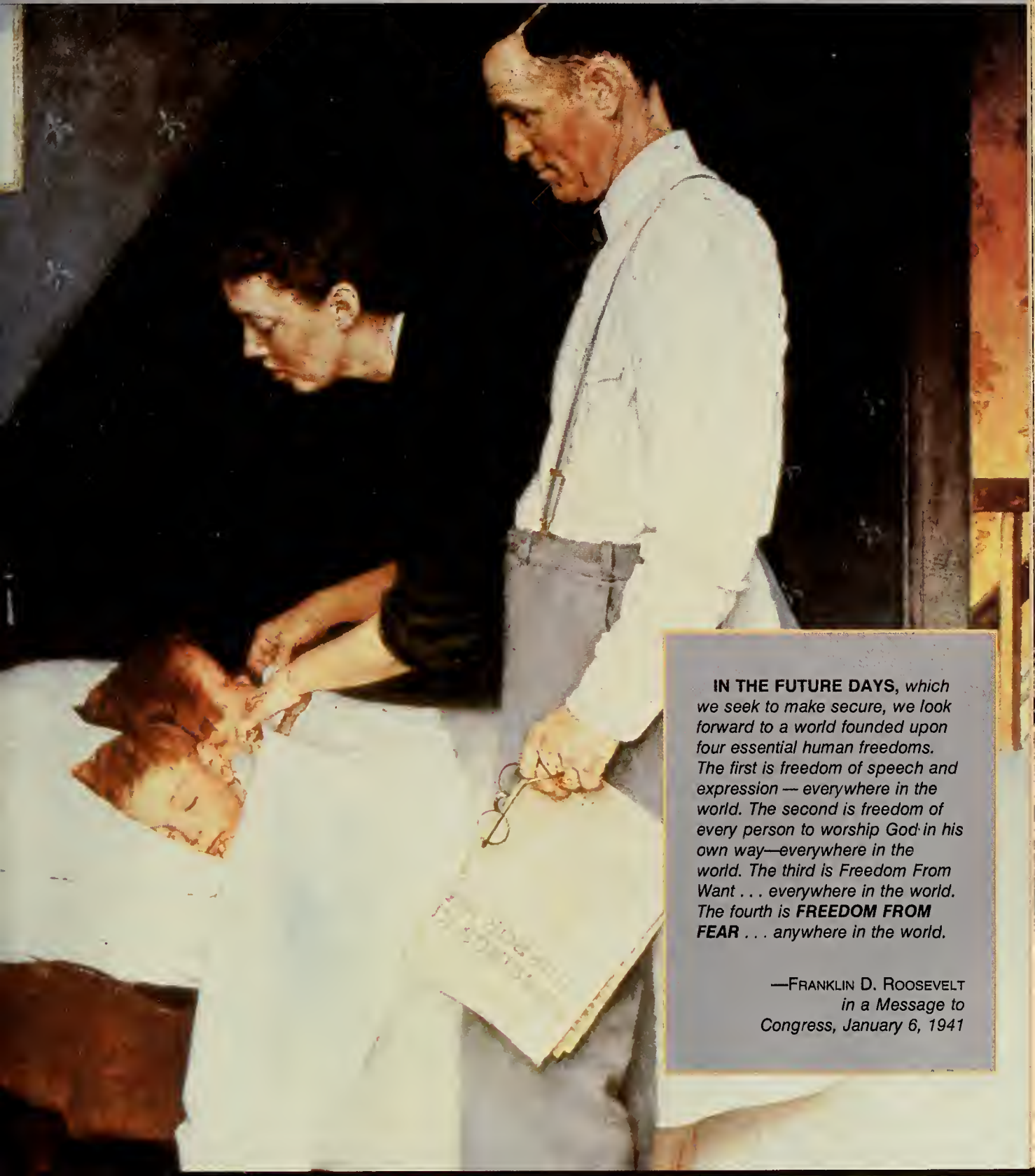


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—FRANKLIN D. ROOSEVELT
in a Message to
Congress, January 6, 1941

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CARPENTER

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SEPTEMBER 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Freedom of speech and expression; freedom of religion; freedom from want; freedom from fear. These were four points of President Franklin D. Roosevelt's message to Congress in his 1941 State of the Union address. They are facets of American life, guaranteed under the Constitution, that were being threatened by the Second World War.

This month our cover is a Norman Rockwell reproduction of the freedom from fear, part of the Four Freedoms collection. He illustrated it best by contrasting the innocence of sleeping children with the banner headline in the newspaper held by the father, telling of war and destruction on other shores. Who was to say it would not touch American shores?

As we celebrate the 200th birthday of the Constitution, we can also celebrate our freedom from fear that is protected by the document. We don't have to fear unreasonable searches and seizures by authorities because of our protection under the Bill of Rights (fourth amendment). It also forbids the taking of life, liberty or property without due process of law or the taking of private property for public use without just compensation (fifth amendment) and it abolishes slavery guaranteeing all persons born or naturalized in the United States and subject to its jurisdiction are citizens (fourteenth amendment).

Today we are protected by the Bill of Rights, and, for labor members, by our union. We do not have to fear the loss of our jobs, unreasonable hours or working conditions.

As American citizens and union members, we have the assurance of freedom from fear.—*Painting by Norman Rockwell, courtesy of the Saturday Evening Post Society.*

September 1987
CARPENTER
United Brotherhood of Carpenters & Joiners of America
Founded 1861





Haitian man repairs a delapidated roof.



Children play at Habitat work site in Puno, Peru.



Pictures at right from Habitat for Humanity, Annual Report 1986

HOUSING

the world faces a major problem

by **JOHN HERLING**

From John Herling's Labor Letter, June 27, 1987

"A quarter of humanity, a billion human beings, are literally homeless or live in rudimentary forms of housing, in slums and squatter settlements," states a report on housing by the International Confederation of Free Trade Unions.

"This problem is not confined to the developing world," the report continues. "There are 10,000 homeless people in Paris, 13,000 in London, and in New York between 60,000 and 80,000 people live on the streets. The squatter settlements around Istanbul provide 'shelter' for more than two million people."

Unhealthy housing leads to a high rate of infectious diseases, as a result of which approximately 50,000 people die every day, with women and children

the most vulnerable, according to the report, which also states that many additional lives could be saved if priority were given to safety in the construction of new housing and renovation of old houses. It mentions in particular the necessity for fire escape routes and the elimination of materials containing dangerous substances such as asbestos, the use of which is widespread.

The report also deplores the spread of deforestation, since trees "could provide a major natural resource available to almost every country for the purpose of shelter construction." The availability of local building materials could eliminate the need for expensive imports.

"In most countries, loans for housing

on the private market are available only to middle- and high income groups, to the exclusion of the poor," says the report, adding that government action is crucial. Public investment has proved to be a profitable investment in terms of economic growth; since construction is labor-intensive, increased construction can reduce unemployment.

Other recommendations by ICFTU include support for housing cooperatives capable of providing housing at prices accessible to the very poor; creation of savings and loan associations to offer long-term credit at favorable rates; and training programs to provide enough qualified construction workers. In each of these areas unions play a vital part.



AMERICA's CELEBRATION OF CITIZENSHIP

Stop what you're doing at 1 p.m. EDT, September 16

It's expected to be the big event of 1987, and, potentially, it could be the biggest participatory event ever—America's "Celebration of Citizenship," Wednesday September 16, beginning at 1 p.m., Eastern Daylight Time.

President Ronald Reagan, Chief Justice Warren Burger Retired and members of the United States Congress will lead the nation from the steps of the Capitol in Washington, D.C. in a brief ceremony that will be broadcast live and worldwide on both television and radio. All Americans are invited to stop whatever they are doing and join together, as one, at 1

p.m. EDT on September 16, 1987 to pay tribute to the United States Constitution on the 200th Anniversary of its signing in Philadelphia, Pa.

Over 66 million students, teachers and school administrators in 110,000 schools will participate in a nationwide "teach-in" on the Constitution to study the rights and responsibilities of citizenship. Food stores will distribute millions of "WE THE PEOPLE" Bicentennial Commemorative Emblems nationally for all Americans to wear on September 16, 1987 as a patriotic tribute to the Constitution.

The Pledge of Allegiance Broadcast

from the steps of the Capitol will be satellite fed to 10,000 radio and television stations across the United States. There will be live coverage of the anniversary from Germany, Greenland, the Indian Ocean, Hawaii, Alaska and many major cities. Further broadcasts are being planned by Voice of America, Worldnet, Radio Free Europe, and the Armed Forces Network.

The initial broadcast is expected to last for one-half hour, and in those 30 minutes the world should know how proud Americans are of their Constitution and the freedoms it provides.

Of the billion people in the world without adequate housing, fifty million are children, abandoned and homeless, according to the ICFTU report, which adds that by the year 2000, the world population will have grown from 4.8 billion to 6.1 billion, which will make the problem even more critical unless strong steps are taken now.

Almost 19 million Americans will be unable to afford housing by the year 2003 without a national commitment to provide affordable housing, according to a study by Prof. Phillip Clay of MIT, commissioned by the Neighborhood Reinvestment Corp., a nonprofit group created by Congress in 1978 to revitalize neighborhoods and maintain a supply of low-income housing.

In 1983, the study reports, there were

12.9 million low-rent housing units in the country. By 2003, there will be only 9.4 million, while the number of households needing low-rent units will go from 11.9 million in 1983 to 17.2 million in 2003. In other words, 7.8 million new housing units must be built in the next 16 years if everyone is to be housed.

The supply of low-rent housing is also threatened by expiring federal contracts. About 900,000 of the 1.9 million privately owned but federally assisted low-income housing units could be re-financed by 1995 because their contracts will have expired, according to the study. This means that the owners would no longer be obliged to rent to low-income tenants.

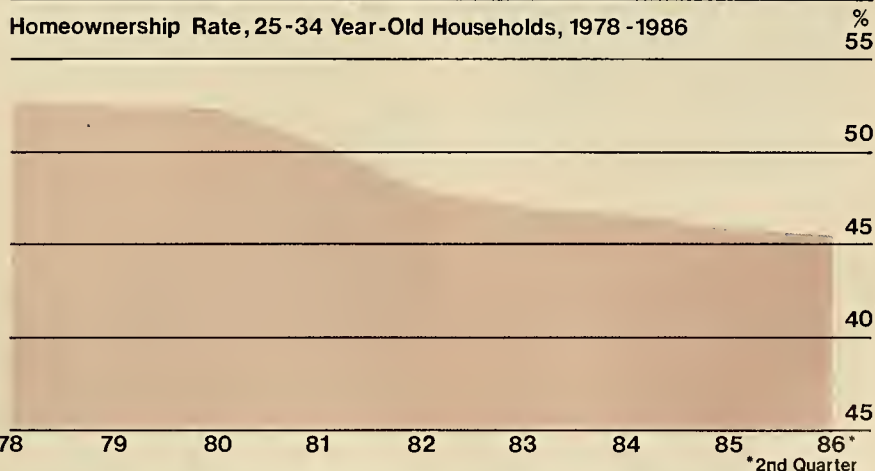
The public housing program was started in the 1930's and grew steadily

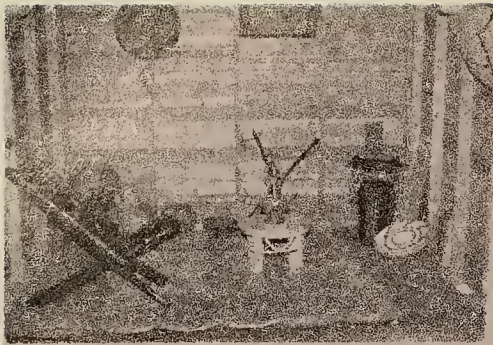
through the 1960's. Since then, units have been built mainly for elderly and handicapped individuals. Today, "no new family public housing is in the pipeline to replace units lost or to meet the need reflected in the growing waiting lists," says the study.

Obviously, federal action is needed. "The market cannot produce or maintain housing for the poor," the study states. It calls for a national policy to save and improve the current supply of four million public and subsidized housing units and to build new low-cost housing.

But the Reagan administration continues to rely on a free-market approach and to demand severe cutbacks in housing programs in addition to cuts it has been making since 1981. However, la-

Nine out of 10 adult Americans under 35 regard homeownership as their highest personal priority, according to a survey by the Roper Organization in 1984. But owning a home has become more difficult for young households. The share of households headed by persons aged 25-34 who own a home has steadily declined since 1978, according to the U.S. Bureau of the Census.—The chart at right is from "Toward a National Housing Policy," published by the National Association of Home Builders.





The inside of a native hut in Zimbabwe, Africa, above, and an alley view of abandoned slum housing in Washington, D.C., right, testify to the growing problem of housing for the world's bulging population.



bor was able to secure passage by the House of Representatives, by a large majority, of a housing and community development bill that would preserve existing programs and start a few new ones. Although fairly modest in scope and cost, it was attacked by Reagan as a "budget buster." The Senate has already passed a somewhat smaller-scaled housing authorization bill, and a House-Senate conference is undertaking to reconcile the differences.

The AFL-CIO's Housing Investment Trust, created to channel union and pension fund money into homes, health care facilities, and residential retirement projects built by union labor, has been gaining new participants and is expected to have \$200 million in investments by the end of September. The Trust is already financing a number of construction projects.

Several union pension funds are helping to alleviate the housing crisis by

offering mortgage loans at rates below those of other lenders, so that lower-income workers can buy their own homes. . . .

These union efforts, commendable though they be, can't be of much help in providing housing for those who need it most—the poorest of the poor. After all, the pension funds, like all private investors, have to get a return on their investment. And it is subsidies that are needed.

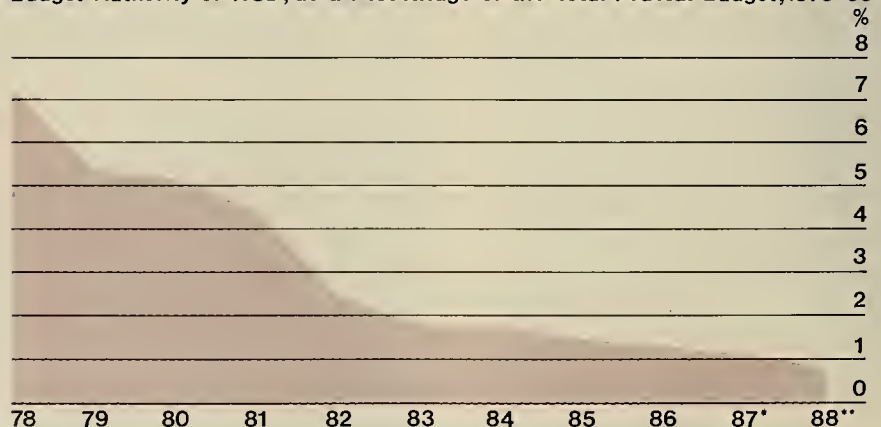
Voluntary programs, low-interest loans, housing cooperatives, and self-help ("sweat equity") housing can help, but only to a limited extent. In the long run, it is government that has to do the job of providing housing for everyone. And unions and other concerned people and organizations have to keep exerting pressure on governments everywhere to get the job done.

One UBC Proposal

In 1974, William Sidell, then general president of the UBC, suggested to delegates attending the 32nd General Convention in Chicago that "the time has come to remove the housing industry from the free enterprise banking system." He proposed that the U.S. government broaden the scope of the Federal Housing Administration and provide funds directly to prospective home buyers at "interest rates commensurate with the needs of the industry . . . not the 9, 10 and 11% where we are headed today but more in the 4% or 5% category. . . . If in our present system monies for housing must compete with the money market, then I say take it out of the money market! Remove it from the pressures and the transience and the oscillating nature of the business world . . . and stabilize it." Sidell's address drew much press and industry comment, but the problem remains.

Housing's share of the federal budget declines. Budget authority for the Department of Housing and Urban Development, which accounted for 7.4% of the total federal budget in fiscal 1978, is proposed to be less than 1% in fiscal 1988.—Source: Budget of the United States Government, Fiscal Year 1988.

Budget Authority of HUD, as a Percentage of the Total Federal Budget, 1978-88

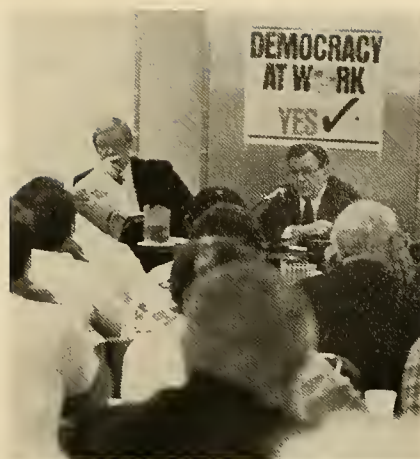


* Estimated
** Proposed

THIS MONTH'S

QUESTION FOR THE CANDIDATES

The AFL-CIO invited 13 declared and potential candidates for the Democratic and Republican Party nominations for president in the 1988 election to provide written answers to four critical questions. Their responses to one of the questions appears below and on the following pages. Answers to other questions appeared in previous issues of *Carpenter*. A final question will appear in the October issue.



Labor's role in the 1988 presidential election was the prime topic of this workshop at the AFL-CIO's Chicago regional conference. President Lane Kirkland moderated the discussions with the help of COPE Director John Perkins. The workshop was one of four at the two-day conference, which drew more than 700 trade unionists from a dozen midwestern states.

HUMAN NEEDS

What role do you see for governments—federal, state and local—in such areas as: education, training, employment, health care, housing, equal opportunity, the environment, and programs for the elderly? At your first Cabinet meeting, what instructions would you give to the heads of departments with responsibilities in these areas?



Answers from DEMOCRATS



**Albert
Gore Jr.**

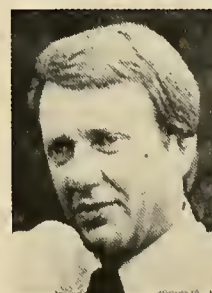
*U.S. Senator
(Tennessee),
1985—; U.S.
Representative,
1977–1985;
Reporter,
Nashville
Tennessean,
1970–1976.*

Americans want a better deal from government. As president, I will set out to find a job for every American who wants to work, and make sure the minimum wage is at a level that assures everyone gets fair pay. I believe we

should invest in people for a change, by creating better schools and job training programs. We should launch a national job bank to match jobseekers with job openings, so that if a person is out of work, he or she will immediately have a list of all the opportunities available. We should widen the doors of equal opportunity we fought so hard to open in the first place.

America must insist on a cleaner environment by cleaning up hazardous waste dumps and demanding clean water and clean air. America must guarantee all citizens the right to shelter and increase the supply of affordable housing. We should stand up for social security and give the elderly access to better, less expensive long-term care. And we must make good health care available to everyone at a price they can afford.

Finally, we should make it easier for Americans to build strong families, with good schools, quality child care and meaningful programs against crime and drug abuse.



**Bruce
Babbitt**

*Governor of
Arizona, 1978–
1987; Attorney
General, 1975–
1978; Attorney,
Brown, Vlassis
& Bain, 1967–
1975; Attorney,
Office of
Economic
Opportunity,
1965–1967.*

Three major priorities:

1. Children. One American child in four lives in poverty. That is unacceptable, and I see three urgent tasks. First, we must extend Medicaid benefits to every child in poverty—immediately. Second, we must help make it possible for working parents to find decent child care. Third, we must have massive improvements in education.

2. Jobs. You create quality jobs with

economic growth, and that means giving ordinary workers a piece of the action. How many times have you heard executives push for wage cuts—and then reward themselves with bonuses for their frugality? No American company should be permitted to deduct an executive bonus as a business expense unless it offers productivity pay for all of its employees. I'd say to every American worker: If you make first-rate efforts—if you pay attention to detail, if you improve the quality of your product, if you find a better way to do the job—you'll have first-rate rewards.

3. Environment. We need legislation on acid rain, groundwater protection and public lands. I would tell every polluter: If you poison our water you will go to jail, and your money will be spent to clean up the mess.



Jesse Jackson

President, National Rainbow Coalition, 1984—; President, Operation PUSH, 1971–1983; Executive Director, Operation Breadbasket, 1966–1971.

At my first Cabinet meeting I would instruct Cabinet and department heads that our government will assume the appropriate leadership in these areas to ensure responsible, effective and efficient performance. We will meet our responsibilities to the nation. My priorities include:

President Reagan proposed cutting education to \$14 billion. I proposed raising education to \$25 billion.

Unemployment during the Reagan administration has averaged 8.1%. I propose a FULL EMPLOYMENT AND BALANCED GROWTH ECONOMY as the number one priority of a Jackson administration.

I support a national health care system that provides quality health care for all of our citizens based on need and not solely on money, and a new national housing effort that would both shelter our people and help put our people back to work.

I strongly support affirmative action and would use the full powers of the

executive branch of government to firmly, but fairly, enforce the law.

A major role must be played by the federal government in cleaning up our environment. We can clean up our environment, create jobs and generate new taxes at the same time.

The measure of the moral character of a nation is how it treats its young, poor and elderly.



Michael S. Dukakis

Governor of Massachusetts, 1974–1978 and 1982—.

Consider the record we built in Massachusetts.

We helped working families, and the elderly, by balancing our budgets and by cutting taxes five times in four years. But we also made concern for the most vulnerable members of our society a top priority.

Our employment and training program helped welfare families lift themselves out of poverty and become self-sufficient, wage-earning citizens.

And we helped 30,000 low-income families find decent, affordable housing.

We were the first to use state funds to supplement the federal nutrition program for women and infant children.

We quadrupled college scholarship assistance and increased funds for public higher education by a greater per-

centage than any other state.

We worked hard to provide quality health and home care for older citizens.

We committed ourselves to battling AIDS, homelessness, teen pregnancy, adult illiteracy, drug and alcohol abuse and the failure to provide child support.

Now the time has come to provide that kind of leadership from Washington.

That is the message I would deliver during my first Cabinet meeting.

But I would add that *the most important human service program of all is full employment*, and that will be a fundamental goal of the Dukakis administration.



Richard Gephardt

Chairman, House Democratic Caucus, 1985—; U.S. Representative (Missouri), 1977—; Board of Aldermen, 1971–76.

Government has one major function, essentially: to protect and defend its citizens. The federal government must act in the national interest, and I would reverse the policies of the past several years that pit region against region and which divide America. All governments, at every level, should be working together, pulling together, instead of shucking responsibility off on the next guy down the ladder.

Under a Gephardt presidency this country would see an unprecedented federal commitment to education. That's the key to building the future of America. We must, and would, do more to combat adult illiteracy, prevent drop-outs, help people train and retrain for better jobs and elevate the aspirations and talent of all our people.

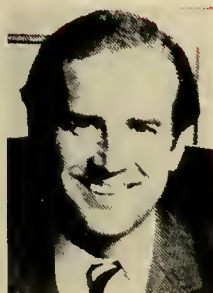
We will never be a secure nation as long as our citizens are uneducated, ill-housed, ill-clothed, ill-fed and unemployed or underemployed. We will make America first again by making—human resources—our first priority. I see an America where all leaders share that responsibility, but where the federal government sets the tone and takes the lead. In a Gephardt administration, I would expect the heads of all departments to lead in that new direction.

How Many Registered?

Local UBC political action committees, CLIC, are working on registering unregistered members. New voters will get "I'm union and I vote" bumper stickers and a personal letter from the Carpenters' Legislative Improvement Committee.

When your local or district council reaches 75% registered members, you can join the Registered for Action Club.

Every day the news carries more stories on the coming presidential and congressional elections. Let's be ready to turn out more UBC votes than ever before.



Joseph R. Biden Jr.

U.S. Senator (Delaware) 1973—; Chairman, Judiciary Committee; ranking Democrat, Foreign Relations Committee

Our primary challenge is to end a decade of the "got mine, get yours" philosophy, and restore our sense of community and common concern.

For our young, we must insure that all have decent health care from birth through adolescence. We must give them the best education system in the world. We must expand drug education and treatment programs. And we must sponsor new plans to put higher education within the reach of teens from all backgrounds.

We must help adults in need by providing shelter for the homeless and training and opportunities for the jobless. Government must give these Americans the help they need so they can help themselves.

We must insure that our elderly have a retirement with dignity. They should have the health care they need without spending everything they have worked a lifetime to save.

Our next president must lead the government in addressing these pressing problems. The record of the past seven years—of neglect and irresponsibility—must be ended.

But the president will have to do more: He will have to challenge the American people to work for these same goals in their neighborhoods, schools,

union halls and communities. He must offer moral leadership and a vision of social justice. He must remind the people that our less fortunate citizens are not "them"—they are a part of "us."

This is not something we should do just out of compassion for those less fortunate. Helping fellow Americans helps all of us. We will need to tap the full potential and energies of all of our people if we are to remain a great country into the next century and beyond.



Paul Simon

U.S. Senator (Illinois) 1985—; U.S. Representative, 1975–1985; Lieutenant Governor, 1968–1972; Newspaper Publisher, 1948–1966.

Some believe our nation has reached its full potential. I believe there are areas where government action is needed, and needed badly. I will not wait until my first Cabinet meeting to put together a program; I will move immediately after my election. At the first Cabinet meeting, we will have a detailed plan to begin implementing.

Quality education must be available to all. The federal government must provide guidance and direct assistance where appropriate. We must raise teacher pay and expand incentives for attracting and retaining excellent teachers.

We cannot tolerate 7% unemployment. As Franklin Delano Roosevelt did, we need to put America back to work. We need to expand private sector jobs, train and retrain young and old workers and provide jobs for those who can't find work.

Housing programs for the poor, the elderly and those who are handicapped must be revitalized.

The social security system and the Older Americans Act must remain viable, providing vital services and support.

There must be access to quality health care for all. Medicare must be strong. All Americans must have insurance and be protected from overwhelming medical expenses that leave them helpless.

These are the things I stand for.



Answers from REPUBLICANS



Pete du Pont

Governor of Delaware, 1977–1985; U.S. Representative, 1971–1977; State Legislator, 1969–1971.

The first task for the federal government is to provide for our national defense. Without a strong military—second to none—we would quickly lose all our freedoms. Poland, Afghanistan, Cuba and Ethiopia are tragic reminders of what it means to be weaker than the Soviet Union.

America must research, build and deploy the strategic defense initiative as soon as possible. Today, we have no defense against Soviet missiles fired on purpose or by accident. That is a scandal. Some liberals say we should trust the Soviets. I say we should place our trust in the ingenuity, talent and hard work of the American people to build a strong defense—the technology for which will catapult us ahead of the rest of the world in competitiveness.

Another important task is to get drugs out of our children's classrooms. The only way we'll ever guarantee drug-free classrooms is to link drug use with a driver's license. Now this will require random drug testing of teenagers in our schools. But, if we can require vaccinations before kids go to school, we can require drug testing while they're in school.

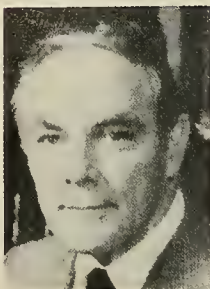
Of course, we must provide counseling and help for young people who need it. But we have to let them know there are penalties—and consequences—for drug use. We have to say, "If you use drugs, you won't drive . . . because you won't have a driver's license."

For a long time, we've gone after drug pushers. Now it's time to get tough with drug users, too.

Government must provide opportu-



nities—opportunity for welfare recipients to vault out of poverty, for parents to choose the schools their children will attend and for young workers to save for their own retirement. My campaign offers specific proposals for changing the policies that keep us from these goals.



Alexander M. Haig Jr.

Secretary of State, 1981–1982; Supreme Allied Commander of NATO, 1974–1979; Chief of Staff to President Nixon, 1973–1974; founder, President, Worldwide Associates, 1982—.

At my first Cabinet meeting, I would say this: The best government is the least government but that which government does, it must do well. The American people, after trial and error, have established a social compact. Our task is to do well, to respect that compact and to encourage social progress.

In addition, I would say to the secretary of labor that he must always hear the voice of labor. Other Cabinet officials, such as commerce, treasury and defense must do so as well.

The American system of federal, state and local government is intended to give us the flexibility to deal with problems at the most effective level. Over the past decade, we have seen a strong revival of state and local capacity to handle such pressing issues as economic development, job training and welfare. Recent studies show that state “workfare” proposals offer more promising results than traditional federal style approaches in the effort to reduce welfare rolls.

This new federalism, however, does not relieve Washington of responsibility for matters that it can handle best. Environmental protection goes beyond state or local capabilities. We urgently need changes in our health care system, not just to contain costs but to make sure that those costs do not lead to a catastrophe for the elderly and poor.

Ultimately, the federal government must also take the lead in combatting the plagues of AIDS and drugs, both of which have an important international dimension.

While education remains a primary task for state and local jurisdictions, the federal government can and should help to restore to our schools a sense of discipline, a respect for humane values and a quest for excellence that are essential to our future as a democratic society. It should also assemble, monitor and evaluate standards of education at the national level. I welcome the new emphasis on mastering the fundamentals—reading, writing and arithmetic—and analytical skills necessary to succeed in our changing society. Our teachers, the custodians of the future, deserve our encouragement and reward as they strive to improve education, especially at the grade and secondary school levels.



Jack Kemp

U.S. Representative (New York) 1971—; Pro Football Quarterback, American & National Football Leagues, 1957–1970.

The most important thing government can do for people is to provide the ladder of opportunity upon which all can climb and a floor of help to those who can't help themselves or are in temporary need of assistance. I will instruct my Cabinet to follow policies that will lead to a growing economy of at least 5% per year and that will provide a good job at a decent wage for everyone who wants to work. I will work to liberate labor, capital and working families from high taxes and interest rates, and uphold the traditional family values upon which our nation was founded.

I will commit my administration to not only fighting but winning the war on poverty. I will mobilize the power of the private sector to create jobs and opportunity in distressed cities and rural areas through enterprise zones. My administration will give public housing tenants the chance to become home-

owners through urban homesteading legislation. My longstanding and active support for job training, trade adjustment assistance, magnet schools and protections for workers in the workplace will remain unchanged. I will commit my administration to ensuring human and civil rights with equal opportunity for all. I believe the social security system is the bedrock of retirement security, and I will uphold its integrity and continue to oppose any effort to reduce benefits to older Americans.



Pat Robertson

Founder, Chairman, Christian Broadcasting Network, 1959—; founder, Operation Blessing, 1978—; Broadcast News Analyst, 1975—; Chancellor, CBN University, 1978—.

In my own organization we have been involved in feeding, clothing and housing some 13 million needy Americans. We do it with ½% overhead. Ninety-nine and one-half percent reaches the ultimate recipient. Some government programs use 70% for administration with only 30% reaching the recipient.

Welfare must be used to bring people into dignity and productivity. It should never be used to create dependency.

The greatest problem area of poverty today centers around single women with dependent children. I may be old-fashioned, but it is my feeling that if a man fathers children, it is his job, not the government's, to care for them. I also feel that, with the exception of women with children under the age of six, the concept should be payment for productive employment—“workfare” not welfare.

For efficiency, and for moral and spiritual support, government should work in partnership with the private medical agencies to care for those truly needy among us.

My instructions to my Cabinet would be:

“Under no circumstances can a great

and powerful nation fail to provide adequate care to its elderly, infirm and handicapped. We can no longer tolerate the heart-rending sight of people sleeping on grates at the heart of our cities.

"Current welfare legislation must be reformed and improved. We must be compassionate—but that compassion must be tough and efficient as stewards of the taxpayers of America."



George Bush

Vice President of the United States, 1981—; U.S. Representative, 1967–71; Ambassador to China, 1974–75; Director of Central Intelligence, 1975–77.

Americans have never been as well off as they are today. We've created 13 million new jobs, cut inflation and brought interest rates down. At the same time, we've rebuilt our defenses, while strengthening social security and preserving the social safety net.

I have always believed that the best social program is a job. That's why the best way to meet our social needs is to protect the ability of our economy to produce new jobs.

We must keep moving forward with policies that will provide more opportunity, further the creation of new jobs and keep inflation and interest rates down. We must not reverse course. We must not make a U-turn to policies of

high taxes and overspending. Those policies failed before and they would fail again.

We need to build on our progress and keep moving forward. Two major challenges we face are education and AIDS. Our administration has led the crusade to reform American education by bringing back basics and emphasizing achievement and high standards. SAT scores are now rising again after almost 20 years of steady decline. I am convinced that education holds the key to restoring our competitiveness in the world market. I would also seek new ways of improving the ability of middle-class families to meet the rising costs of college.

As for the AIDS crisis, I pledge my total commitment to a comprehensive national effort to combat this disease. As president, I would coordinate the efforts of health care professionals, educators, clergy, parents and all concerned Americans to work together to end this threat to our future.



Bob Dole

Senate Republican Leader, 1987—; Senate Majority Leader, 1985–86; U.S. Senator (Kansas), 1969—; decorated World War II combat veteran.

In defining the role of government, I begin with the belief that people at the grass-roots level—neighborhoods,

church congregations, rank-and-file union members and small business owners—can usually fashion better ways to meet the needs of their communities than can Washington's bureaucracy. At the same time, as a product of depression-era Kansas and a World War II vet, I understand that there are situations when the government needs to step in and lend a hand. Government at all levels has a responsibility toward society's less fortunate, though the degree of that responsibility and how it is divided among the federal, state, and local governments can vary widely depending upon the policy objective.

For example, in an area such as civil rights, I believe the federal government should play a strong, primary role. This is why I have supported every major civil rights law and was proud to play a leadership role in the 1982 extension of the landmark Voting Rights Act. On the other hand, in areas like employment, I feel the federal government should be a partner with state and local governments, as well as labor and business, to expand job opportunities for America's workforce. Similarly, I believe that the federal government shares an obligation with state and local governments to help the economically disadvantaged. This is why I have supported the Food Stamp program, Medicaid, Medicare, increasing access to legal services and increasing the availability of health care for the unemployed.

The central theme in my instructions to all appointees would be to seek out ways to improve the effectiveness and professionalism in the administration of programs, and to the extent further belt-tightening is needed to reduce the deficit, fairness in proposing cuts.

YOUR STRAW VOTE

Clip and mail to Carpenters Legislative Improvement Committee, 101 Constitution Ave., N.W., Washington, D.C. 20001

Here's your chance to tell us which candidate for the Presidency you prefer. Grade them 1 through 13 in the column at right, with 1 being tops. Then add any remarks you care to make. We don't need your name or local number. Just your opinion . . . and thanks.

DEMOCRATS

- ___ Bruce Babbitt
- ___ Joseph R. Biden Jr.
- ___ Michael S. Dukakis
- ___ Richard Gephardt
- ___ Albert Gore Jr.
- ___ Jesse Jackson
- ___ Paul Simon

REPUBLICANS

- ___ George Bush
- ___ Bob Dole
- ___ Pete du Pont
- ___ Alexander M. Haig Jr.
- ___ Jack Kemp
- ___ Pat Robertson

REMARKS: _____



The Origin of Labor Day

ON May 8, 1882, P. J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners of America, proposed to the Central Labor Union of New York City at a regular meeting of that body, that one day in the year be set aside and designated as Labor day and that it be made a general holiday for wage workers. He advised that the day be dedicated to peace, civilization and the triumphs of industry, and suggested that it be celebrated by a street parade to show the strength of the organized wage workers and to demonstrate the growing spirit of fraternity among them. He further suggested that after the parade a picnic or festival be held in a grove or park nearby. He believed that the first Monday in September of each year should be set aside as a holiday and be known as Labor day for the reason that it comes at the most pleasant season of the year, nearly midway between the Fourth of July and Thanksgiving day and would fill a wide gap in the chronology of legal holidays.

His proposal was accepted, and the first Labor Day was observed September 5, 1882, in New York City by the Central Labor Union, 10,000 men taking part in the parade and 20,000 attending the picnic, where speeches were made by John Swinton, Louis A. Post, P. J. McGuire and others. At the fourth annual convention of the Federation of Organized Trades and Labor Unions of the United States and Canada, afterward known as the American Federation of Labor, held in Chicago, October 9, 1884, A. C. Cameron, delegate from the Chicago Trades and Labor Assembly, introduced the following resolution, which was unanimously adopted: "Resolved, that the first Monday in September of each year be set apart as a laborer's national holiday and that we recommend its observance by all wage workers irrespective of sex, calling or nationality." By act of Congress, June 28, 1894, Labor day became a legal holiday.

—From *Carpenter*, September 1937

"Labor Day should be observed as one festal day for tribute to the genius of American industry . . . It should be dedicated to peace, civilization, and the triumphs of industry."

Peter J. McGuire, Father of Labor Day and Founder of the United Brotherhood of Carpenters and Joiners of America

Bridgeport Disaster Funds for Families Total over \$35,000

Members of the United Brotherhood, its local unions and councils have contributed more than \$35,000 to date to the Bridgeport, Conn., Building Trades Disaster Relief Fund. Funds are still being received.

The United Brotherhood lost seven members in the collapse of the high-rise apartment building in Bridgeport, April 23. A week later, the widows and/or next of kin of each of these men received an initial \$1,000 and a letter of deepest sympathy from General President Patrick J. Campbell on behalf of the Brotherhood.

There were 28 Building Tradesmen lost at the L'Ambiance Plaza, and the funds collected by the UBC and other unions and forwarded to Bridgeport will also be distributed to the families and victims of the disaster.

Contributions for the Bridgeport Relief Fund are still being accepted at the General Office. They should be made out to the Bridgeport Building Trades National District Relief Fund and they should be sent to General President Patrick J. Campbell's attention at the General Office, 101 Constitution Ave., N.W., Washington, DC 20001, for forwarding to Bridgeport.

Among the UBC local union and individual contributors as of July 16 to the Bridgeport fund were the following:

17, Bronx, N.Y.
20, New York, N.Y.
106, Des Moines, Iowa
123, Broward County, Fla.
131, Seattle, Wash.
135, New York, N.Y.
261, Scranton, Pa.
296, Brooklyn, N.Y.
475, Ashland, Mass.
608, New York, N.Y.
621, Bangor, Maine
902, Brooklyn, Mass.
964, Rockland County, N.Y.
964, Rockland Co. Welfare Fund
1138, Toledo, Ohio
1456, New York, N.Y.
1763, Orlando, Fla.
2155, New York, N.Y.
2287, New York, N.Y.
Bay Counties District Council
Lake Erie District Council
Los Angeles District Council
Maumee Valley District Council
Miami Valley District Council
New York City District Council
North Central West Virginia District Council
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L-P Boycott Day

Fourth anniversary of Lumber and Sawmill Workers strike finds Brotherhood more determined than ever to obtain justice.

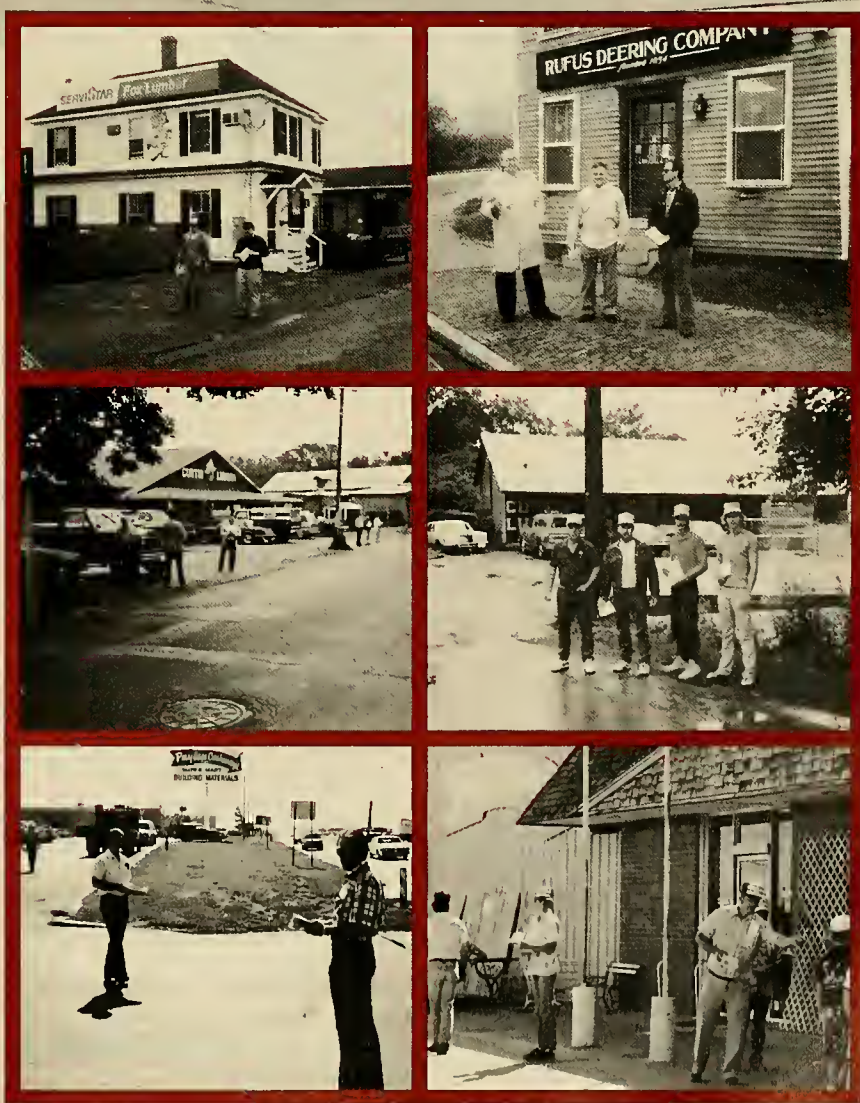


On the recent L-P Boycott Day, UBC members in every region of the country conducted boycott leafleting against scab Louisiana Pacific products. The 1987 L-P Boycott Day marked the fourth anniversary of the Brotherhood's strike against the unionbusting firm and signaled the Brotherhood's continuing commitment to fight the company's anti-union actions in the wood products industry.

UBC locals continue to advise L-P shareholders of the company's antiunion activities.

Patrick J. Campbell, UBC general president, told the informational handbillers "The continuing effort of thousands of Brotherhood members in support of our campaign to protect fair standards in the wood products industry, eloquently illustrates one of the basic tenants of the trade union movement: solidarity."

At top, Jim Tudor and Bud Sharp at Builders Square in Tulsa, Okla. • At right, from top left and clockwise: Alan Keeffe and Stephen Dunphe, Local 517, Portland, Maine, picket Fox Lumber • Ken Dunphe, Ken Haynes, Ivan Westmon, Local 517, at Rufus Deering Co. • At Curtis Lumber, Delmar, N.Y., Local 370 pickets John Ragule, Nick Jegabbi, Kevin Burns and John Warnken • Lower right, J.P. Long and Rep. Fred Carter at Payless Cashways in North Central Texas • Members of Local 622, Waco, Texas distribute handbills at another Payless outlet • Another of four Curtis Lumber New York stores handbilled by Local 370 members.



WORDS AND MUSIC

from

Labor's Struggle

Labor Arts Exchange Builds Worker Solidarity in Annual Gathering at Meany Labor Studies Center

Musicians came together for a public concert at this year's Great Labor Arts Exchange. Pictured above at the concert are David Sawyer, Anne Romaine and Todd Smith. Below is a group attending one of the many workshops held at the George Meany Center for Labor Studies during the three-day event.



Songs of protest have helped to change history. From "Yankee Doodle Dandy" to "La Marseillaise" and "We Shall Overcome," men and women have used songs to voice their opposition to existing conditions.

Union members have marched to "Solidarity Forever," "Which Side Are You On" and "Talking Union." Some would like to echo the words of country western singer Johnny Paycheck when he tells the boss "You Can Take This Job and Shove It." Then there's Dolly Parton's "9 to 5" and Pete Seeger's and Peter, Paul, and Mary's "If I Had a Hammer."

Protest singers have been a part of the North American labor movement for more than a century. They were singing in the first Labor Day parade in 1882, and they sang when they marched around the automobile plants in Detroit during the Great Depression.

Today there's a new crop joining the old time labor singers. Names like Si Kahn, Jane Sapp and Hazel Dickens are joining the veterans of the past and present—Woody Guthrie, Joe Hill, Pete Seeger, Joe Glazer and Theodore Bikel.

All the songs they sing are not protest songs. One expresses pride in being a "union woman." Another has a title "I'm Going to Be an Engineer."

Each year scores of union singers and musicians get together at the George Meany Labor Studies Center at Silver Spring, Md., to compare musical notes.

This year's Great Labor Arts Exchange brought rank-and-file union musicians, dramatists, writers, photographers and other artists from 20 states and 22 different unions.

The 9th annual gathering was the largest and broadest ever, said Laurel Blaydes, executive director of the Labor Heritage Foundation (LHF), which sponsored the three days of workshops and song swaps capped by a standing room only public concert. The event formerly was called the Great Labor Song Exchange.

"The sense that music and art can promote the interests of working people is spreading throughout the labor movement. Every day union men and women are creating songs and other art works to help them in their struggle for justice," Blaydes said.

Auto workers, office workers, steel workers, bus drivers, flight attendants, letter carriers, actors, teachers, truck drivers, nurses, miners, telephone workers, farmworker organizers, labor educators and editors were among the more than 90 participants.

The exchange also drew some of the

best-known names in labor culture, including folk legend Peter Seeger, author of "Union Maid" and other labor songs; Tom Juravich, a labor educator at Pennsylvania State University who penned "Rise Again," fast becoming a popular labor anthem; Guy Carawan, from the Highlander Center in Tennessee, who is credited with first applying and popularizing the old gospel song, "I Will Overcome," to the civil rights movement as, "We Shall Overcome."

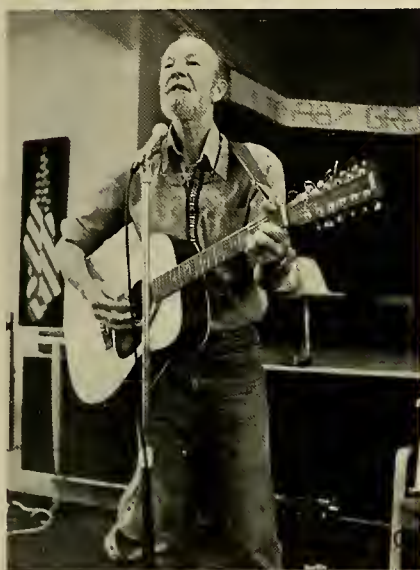
Also on hand was John Handcox, who wrote the famous "Roll the Union On" in 1936 when he was an organizer for the Southern Tenant Farmers' Union in Arkansas. Handcox, who now lives in San Diego, Calif., led the concert's finale in singing another song he penned in the 1930s, "Mean Things Happening In This Land."

Earl Dotter, America's most distinguished photographer of working people, presented an exhibit and slide show of his work and led a workshop on "What Makes a Good Picture."

Other workshops included, "Writing Picketline Songs," led by Service Employees nurse Julie McCall; "Improving Voice and Performance," led by Elise Bryant, director of the Labor Theater at the University of Michigan; "How to Captivate an Audience," led



Laurel Blaydes, executive director of the Labor Heritage Foundation is a singer in her own right. UBC Lumber and Sawmill Workers who attended the Louisiana-Pacific shareholders meeting in Rocky Mount, N.C., will remember her songs on the bus trip from Washington, D.C., and at the Rocky Mount rally.



Pete Seeger earns his living as a musician and balladeer. Perhaps the best known of those attending the recent songfest at the George Meany Center, Seeger has been described by The Encyclopedia Britannica as "the principal inspiration for younger performers in the folk revivals of the 1960s." Throughout his life he has worked for social change.



Even the AFL-CIO president gets into the act. Presented a harmonica at the recent Grain Millers convention in Las Vegas, Nev., AFL-CIO President Lane Kirkland let loose with a rendition of "Solidarity Forever." Enjoying the tune was Grain Millers' President Robert Willis.

by musician/songwriter John McCutcheon; and, "Building Humor Into Labor Culture," led by labor troubadour and LHF chair Joe Glazer.

"Clarence Darrow," a one-man show about this lawyer defender of workers' rights who is best known for his role in the Scopes Monkey Trial in 1925, was performed by Tennessee State University professor Douglas Davis.

A hit of the concert was the Harvard University Pipettes, a choral group of five women and four men who are using songs in their campaign to organize office, library and laboratory workers at the university. Their Harvard Union of Clerical and Technical Workers is affiliated with the State, County and Municipal Employees. The Pipettes sported T-shirts and buttons saying, "You Can't Eat Prestige."

The concert and music swaps included songs about job-destroying imports, about forced drug testing, about fighting employer concession demands, about workplace health and safety, about the lives of illegal immigrants and farmworkers, about the new grape boycott, about the Shell Oil boycott, and about the TWA Flight Attendants' boycott against that airline.

In recent months, LHF-sponsored arts exchanges have been held in Chicago, Seattle, and Santa Cruz, Calif. A "labor jam" was held in Ft. Madison, Iowa, in May to support the Food & Commercial Workers strike and lockout struggle with IBP, formerly Iowa Beef. The LHF has planned arts exchanges to be held in Detroit in October and in Nashville in November.

The work of the LHF, founded in 1984, was described in a recent issue of the Bakery, Confectionery and Tobacco Workers News, "If labor culture has been the fire that has given the 'house of labor' its warmth over the past century, then the Labor Heritage Foundation is the bellows that has breathed new life into that fire."

The LHF promotes the use of labor music and art works in union struggles, meetings, conventions and other events. It acts as a referral service for unions seeking musicians and other artists and as a clearinghouse for information about labor songs and culture. It is working to support labor's new "Jobs with Justice" campaign.

The LHF can be contacted by writing LHF Executive Director Laurel Blaydes, 815 16th St., N.W., Room 301, Washington, D.C. 20006. Telephone: 202-842-7880. Contributions to support the work of the Labor Heritage Foundation can be sent to the same address.

WORDS AND MUSIC for Your Enjoyment

Pete Seeger and Bob Reiser have collected labor songs of America's past two centuries and written a history with words, music and pictures. Their book, entitled *Carry It On*, was published last year.

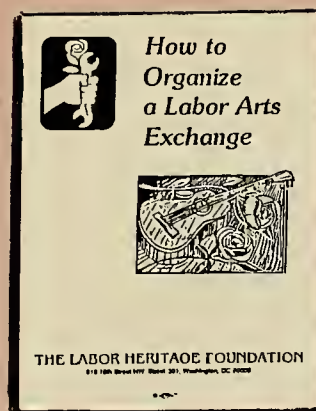
Last spring the Labor Heritage Foundation, a group dedicated to "raising the awareness of workers' culture within the labor movement and among the general public," announced the issuance of a long-playing record album, also called "Carry It On," compiled from songs in the Seeger and Reiser book. The album contains in a two-record set 21 songs and bears the Flying Fish label. Songs are sung by Seeger, Si Kahn and Jane Sapp.

These two new releases—the book and the album—assure that America's labor-song heritage will continue as long as words of protest are sounded across the land.

If you'd like to order:

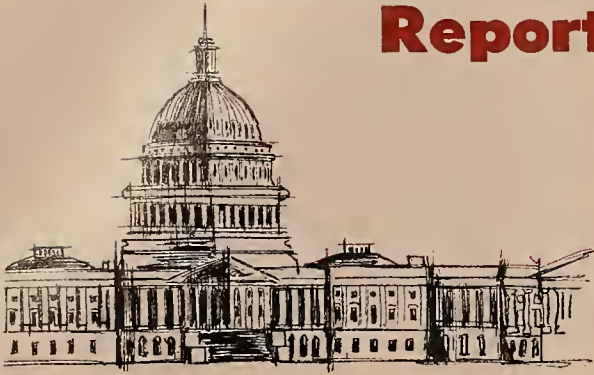
The book *Carry It On* is available through a special discount price to union members of \$9.00, plus \$1.50 shipping charge, for a total of \$10.50 from Harold Leventhal Management, 250 West 57th Street, New York, NY 10107.

The record album *Carry It On* can be ordered from Flying Fish Records, 1304 W. Schubert, Chicago, IL 60614. The postage-paid price is \$12.98 for an LP album or \$15.98 for a compact disc.



A handbook showing how to organize a labor arts exchange is available for \$5 from the Labor Heritage Foundation. (See address at left.)

Washington Report



CONGRESSIONAL SUCCESSES

From a legislative perspective, labor and the nation's workers are on a roll in the U.S. Congress. In the House, labor's agenda is off to a quick start. In late April, the House approved the labor-backed Gephardt amendment to the trade bill by a 218-214 vote, overcoming much big business opposition, White House lobbying and even the objections of House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.). In mid-June, the Double Breasting Bill won going away 227-197. In late June, labor overcame an effort of airline industry lobbyists by passing merger protections for airline employees on a voice vote! Other labor issues are also moving—anti-polygraph legislation is awaiting floor action along with the high risk notification bill; hearings are underway on minimum wage and the textile trade bill; the parental leave bill awaits full committee markup.

On the other side of Capitol Hill, after six long years of Republican control, labor is finally on the offensive and winning some crucial fights in the Democratic Senate. Earlier this year, a right-wing Republican amendment to the highway bill to emasculate the so-called "13c" collective bargaining protections in federal mass transit law was clobbered 70-30. A good omen on this vote was that every Democratic Senator (all 55 at that time) voted against this anti-labor amendment. Later, in a major political setback for the Reagan administration, labor's "road warriors" helped beat down the President's veto of the highway bill when two-thirds of the Senate voted for the override.

Meanwhile, labor is concerned about efforts to raise excise taxes, while the tax rate for the wealthy is dropping to 28%.

More recently, one of the AFL-CIO's top priorities—the plant closing bill—was amended onto the trade bill. A Republican-led effort to strike the 60-day advance notice provision was beaten decisively by a 60-40 vote. Earlier, on another crucial vote to weaken a key section of the bill reining in Presidential authority to refuse to impose sanctions against unfair foreign trade practices, labor's position prevailed again by a 55 to 41 vote.

Each of these battles was a victory for labor's grass roots operation and a testimony to its effectiveness.

EMPLOYEE HEALTH BILLS

Legislation was introduced May 12 that would require virtually all employers to offer health insurance to all fulltime (17.5 hours/week or more) employees and their dependents. Employees would be required to accept this insurance unless they can show other coverage.

S. 1265 and H.R. 2501 would require health insurance plans to meet extensive criteria, including hospital and physician care, diagnostic testing, prenatal care, well-baby and preventative care for children. Also required: catastrophic protection against serious illness, featuring insurance to cover all expenses exceeding \$3,000. Employers of very low-wage workers would be required to cover the full cost of insurance premiums. Higher wage workers can contribute up to 20% of the costs. Small employers with 25 employees or less would be able to obtain coverage from regional health insurance contractors selected by the government.

RADON GAS LEGISLATION

Radon gas is attracting legislation. The radioactive gas, which is naturally produced in some rock formations, has already been identified by EPA as a factor contributing to lung cancer.

Sen. George Mitchell (D-Maine) and Rep. Thomas Luken (D-Ohio) have introduced legislation that would authorize \$10 million annually to help states locate and deal with residential radon contamination. Additionally, S. 744 and H.R. 1697 would direct EPA to conduct surveys of school buildings in locations identified as "high risk" areas.

The Administration has withheld support from the measures, preferring that local governments assume responsibility, with technical assistance provided by the federal government. Hearings on both bills have already been held. Prior to the hearings, the House Science Committee approved a research measure authorizing EPA to spend \$2.9 million in FY 1988-89 on radon research and mitigation.

D.O.E. MONITORING

Senator John Glenn (D-Ohio) has introduced legislation which would give OSHA the job of making nuclear work safer. Nearly 100,000 workers at 50 nuclear plants were exposed to small but measurable amounts of radiation in 1985, the latest year for which the Nuclear Regulatory Commission has compiled figures. This legislation would take the responsibility of setting radiation standards away from the Department of Energy.

Allowing DOE to continue in this capacity is like "leaving the fox to guard the chicken coop," said AFL-CIO Safety Specialist Margaret Seminario. She said the problem of worker hazards in DOE-run plants is "symptomatic of the disturbing pattern throughout the nuclear industry."

The AFL-CIO will testify on the Glenn measure which would create a new Nuclear Safety Board within OSHA. The board would oversee such issues as worker protections against radiation, the environmental impact on surrounding communities and the continuing problem of nuclear waste disposal.

A New Idea To Fight Illiteracy

It doesn't take a genius to look at America's trade deficit and know something is going wrong.

However, it takes a bit of foresight to understand that some of the solutions to the nation's problems with international economic competition lie beyond the realm of imports and foreign and domestic business practices.

The new understanding that has trickled in over the past few years from study commissions, labor, business, educators and economists is that the nation's educational systems have fallen far behind those of our major industrial competitors, like Japan and West Germany.

Most experts analyzing technological and economic changes predicted for the near future agree that education and continuous training and retraining of workers will mean the difference between America's successful adaptation to those changes or a continued decline in the standard of living for its citizens.

However, a major stumbling block, according to the experts, is the incredible fact in this country of free public education systems that an estimated one in every six adults over 19 years of age is functionally illiterate.

If a person cannot read a simple newspaper story or sign, how will he or she be able to read and comprehend complex technical manuals used in job training?

That is why a group of Senators decided it was appropriate to include the proposed Literacy Corps in the trade bill.

The Literacy Corps is an innovative idea for college students to provide supervised literacy tutoring in established community agencies, like inner-city schools, Head Start centers, prisons, adult literacy centers, juvenile detention facilities, and in agencies for the handicapped and emotionally disturbed.

In return, students would get three credit hours from the elective courses to be established in colleges around the country. They also would receive valuable work experience.

An added bonus, as Senate Labor and Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) and former U.S. Supreme Court Chief Justice Warren E. Burger noted in a New York Times opinion piece, is that the Corps would "harness the idealism, enthusiasm and social commitment of young Americans."

The Corps is based on a program developed at the University of Miami in 1969 by then-student Norman Manasa. Manasa, who now directs the Washington Education Project, persuaded St. John's University in Queens, N.Y., to establish a similar program in 1986, with support from grants from the New York Daily News, Xerox Foundation, and the American Can Co. Foundation.

A Miami school principal said the college student tutors there brought his emotionally

Continued on Page 34

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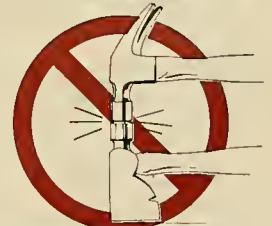
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Union Carpenters and other craft volunteers erected this model home at the recent Home Show in Seattle, Wash., and, after the show was over, they dismantled it and re-erected it at a Scout camp on Puget Sound, so that the resident ranger would have year-round accommodations. —Oregon-Washington Labor Press.



Jeff Parrish of Varsity Scout Team 6449, Orem, Utah, tests his balance at 30 feet. Tree climbing is just one of many challenging skills learned in Varsity Scouting. —Photo from 1984 BSA Annual Report.



The project manager of a St. Louis, Mo., construction job describes the work of AFL-CIO Building Tradesmen for members and advisors of an Explorers' Post (senior scouts). An instructor of the St. Louis Carpenters Apprenticeship Program is the post leader. The group meets bi-weekly at the local apprenticeship school. —Photo by Sievers, St. Louis-Southern Illinois Labor Tribune.



Members of a Scout troop in Bloomington, Ill., led by Tom Turpen of UBC Local 63 and made up of handicapped boys, enjoy a week-end outing, preparing their meal under a canvas tarp.

U.S. Labor Marks 75th Year Of Support for Scouting

No Militarism, No Implicit Obedience to Employers, First Scout Executive Told

In 124,896 meeting places across the United States this month, more than three million youngsters aged 7 to 20 are raising their right hands, curving their little fingers toward their thumbs, pointing three center fingers skyward and renewing their oath to do their duty to God and their country, "to obey the Scout Law, to help other people at all times . . ."

As their voices drone on to the end of the Scout Promise, they are joined by the adult voices of more than 30,000 union members from scores of national and international unions. An estimated

one quarter of all Scout leaders in the United States are active, dues-paying members of labor unions who, on their own time, are showing youngsters in their neighborhoods how to pitch tents, recognize edible wild plants, tie knots, cook food in the outdoors and recognize and respect nature. This is the 75th anniversary of American labor's involvement with the Boy Scouts of America.

It all goes back to an annual meeting of the American Federation of Labor in Rochester, N.Y., in 1912, when AFL President Samuel Gompers and other

early union leaders conferred with Scout Executive Jim West and agreed to lend their support to the new American scouting movement, adapted only two years before from its counterpart in England.

Not only did the AFL endorse the new youth movement, but it quickly put its own special stamp on the evolving program of the youth organization.

Two scouting organizations had sprung up almost simultaneously at that time, according to the record. One of them quickly received labor's disfavor.

This is what the AFL reported to its affiliates in 1912:

"There are in the United States two Boy Scout movements—the American Boy Scouts and the Boy Scouts of America. The ideals and activities of the Boy Scouts of America are for peace and the building up of body, mind and character. The rifle is not a part of their equipment. It seems that in the launching of the movement, as a result of increasing and insistent demands for information from all over the country, that a manual was hastily prepared for use. In this rather unwise haste the manual was taken bodily from that used in England and was not carefully edited. As a result, there appeared in the manual considerable emphasis on militarism . . . As soon as popular criticism called the attention of the (Boy Scouts) ex-

ecutive board to these objections, the board directed that the plates of the book be changed as soon as possible."

Elsewhere in the report, the AFL told its affiliates that it particularly took objection to sections of the original manual which called for "implicit loyalty and obedience to employers, which was most offensive to labor." A clause which stated, "A scout is loyal to the President and to his officers and to his parents, his country and employers; he must stick to them through thick and thin against anyone who is their enemy and who even talks badly of them," was revised to read: "A scout is loyal, is loyal to whom loyalty is due—his scout leader, his home and parents and country."

Another clause, which read, "A scout obeys orders from his parents, patrol leaders and scoutmasters without question," was revised to read, "A scout is obedient; he obeys his parents, scoutmaster, patrol leader and all other duly constituted authorities."

The union representatives praised the Boy Scouts' goals of "getting back to the elemental things . . . in our increasingly complex civilization."

Today, labor unions continue their support of the BSA through year-round community service programs. The Scouting movement now has Tiger Cubs, Cub Scouts, Boy Scouts, Varsity Scouts, Explorers, Career Awareness Explorers, and 209 Lone Scouts, who, because of circumstance, are unable to participate in troop activity.

Coordinating much of labor's work with Scouting is the AFL-CIO National Labor Advisory Committee to the Boy Scouts of America, made up of 25 union representatives and currently under the chairmanship of Ted Reed, research director of the International Union of Operating Engineers. Robert Harbrant, president of the Federation's Food and Beverage Department, represents labor on the national council of the Boy Scouts of America.

Since 1965 there has been a fulltime labor representative on the BSA staff at its national headquarters in Irving, Texas. From time to time, unions are called upon to help the Boy Scouts in updating their merit badge pamphlets, and countless union members in the various trades have served as merit badge counselors, advising boys on their special vocational skills and crafts.

In 1974 the George Meany Award was established as a means of recognizing outstanding work in scouting by union members. More than 800 trade unionists have been honored with this award, thus far.



Boy Scouts advance in rank by passing certain tests and earning merit badges. At one time there was a merit badge for carpentry, and many journeymen carpenters today got their first feel of the trade by earning this merit badge. These were the requirements:

1. Demonstrate the use of the rule, square, level, plumb-line, mitre, chalk-line and bevel.
2. Demonstrate the proper way to drive, set and clinch a nail, draw a spike with a claw-hammer, and to join two pieces of wood with screws.
3. Show correct use of the cross-cut saw and of the rip-saw.
4. Show how to plane the edge, end and the broad surface of a board.
5. Demonstrate how to lay shingles.
6. Make a simple article of furniture for practical use in the home or on the home grounds, finished in a workman-like manner, all work to be done without assistance.

Similar merit badges which a Scout earned later were Home Repairs and Woodworking.



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Ottawa Report



WAGE RISE UP TO '84

After six years without a real wage increase, Canadian labor has just racked up its best bargaining performance since 1984—a signal, say some economists, that unions may be about to become a force in the economy once again.

First-quarter wage settlements for major Canadian bargaining units (500 workers or more) this year show average pay increases over the period—with or without cost-of-living allowance adjustments—up 4% compounded annually over the life of the agreement.

That's 20% higher than during the previous three months and more than in any three-month period since late 1984, when the average pay gain was worth 4.4%.

John Crispo, dean of management studies at the University of Toronto, isn't surprised by the trend. Labor, he notes, hasn't had a real increase in pay since 1981 when new wage gains came in at 13%—three-tenths of a percentage point above that year's rise in inflation.

"It (labor) now seems to be saying the time has come to make up for all that. And with so many industries booming in southern Ontario, who can be surprised if it wants to make hay while the sun shines?"

GRAIN FARMERS SUFFER

The 1987 grain crisis is real on both sides of the border, but it is more immediate on the Canadian side, where farmers are relatively unprotected from extreme fluctuations in world market prices. Their fields might be lively green, but the crisis has caused their bank accounts to become a dark, unhealthy red.

The problem, put simply, is that the world has a surplus of grain. Countries that once imported great quantities of grain are now self-sufficient.

The current crisis is less appalling than the one envisioned in the early 1970s that predicted a grain shortage. But the crisis is serious, and it threatens the livelihoods of North America's grain farmers. Their worldwide markets have stopped expanding and the heavy subsidizing of agriculture in Europe and elsewhere has driven world prices down. Last year Canada's initial wheat prices to producers fell by 19% and this year by a further 15%.

ONTARIO MINIMUMS RISE

Ontario Labour Minister William Wrye recently announced that the general minimum wage in the province will rise to \$4.55 per hour from \$4.35 per hour beginning in the work week in which October 1, 1987 falls.

The 20 cents-per-hour revision represents an increase of 4.6% over the minimum wage that was last adjusted in October 1986.

The minister said that, in addition to the increase in the general minimum wage, there will also be 20 cents-per-hour increases in the minima for liquor servers, hunting guides, domestic workers and students under the age of 18.

A 20 cents-per-hour increase for fruit, vegetable and tobacco harvesters will take effect January 1, 1988.

In addition to the change in minima, the minister announced that the standard that permits employers to pay learners 10 cents an hour less than the minimum wage rate in their first month on the job will be revoked on October 1, 1987.

The general hourly federal rate for Canada has been \$4.00 per hour, which has been in effect since May 26, 1981. This compares with the federal rate of the United States of \$3.35 an hour (in U.S. dollars), which has been in effect in the states since January 1, 1981. At the current exchange rate of \$1.3424 to 1, this equals \$4.52 in Canadian dollars.

SEVERANCE CHANGES

Workers' access to severance pay was broadened in Ontario June 29 as the provincial legislature wrapped up its spring sitting. Yet, reforms in workplace safety will have to wait, according to the Toronto Star.

The MPPs passed legislation making about 1.5 million workers eligible for severance pay if they lose their jobs or are laid off for 35 weeks in a 52-week period.

Under the changes to the Employment Standards Act, any worker with at least five years employment at an enterprise with an annual payroll of at least \$2.5 million is eligible for severance pay.

The amount of severance pay remains a week's pay for every year of service to a maximum of 26 weeks' pay.

Labor ministry officials have said 2,500 workers received severance pay in 1985, the last year for which statistics are available. The officials have estimated that 12,500 workers would have collected if the new legislation had been in place then.

RAIL UNIONS ON CABOOSES

The disappearance of cabooses from Canadian trains would mean insufficient supervision of the cars behind the locomotive and less safety for train crews and the public, railway unions have told the federal Railway Transport Committee.

The committee has been holding hearings across Canada on requests from CN and CP railways to allow monitoring devices to replace the familiar caboose which has brought up the rear of Canadian freight trains for more than 100 years.

At hearing after hearing, representatives of Canada's railway unions have warned against replacing real people with electronic devices.

Canadian Building Trades Focus Attention on Government, Employer Policies at Biennial Convention

Amid a rising tide of discriminatory policies of governments and employers in Canada, the Building and Construction Trades Department held its fifth biennial convention in the nation's capital city, Ottawa, July 29 and 30, 1987.

The convention acted as a forum to focus building trade objectives to resist the apparent concerted attack on labor in Canada by both governments and employers.

The United Brotherhood delegation to the convention was headed by General President Patrick J. Campbell, 9th District Board Member John Carruthers and 10th District Board Member Ron Dancer. Carruthers is chairman of the Canadian Building Trades executive council.

In addressing the convention, Presi-

dent Robert A. Georgine told the 155 delegates not to let down their guard for an instant. "We find governments not only unsympathetic to the aims and aspirations of working men and women, we find those in high public office actually hostile," he said. "Unity is requirement number one if workers are to succeed," he counseled.

Guy Dumoulin, the Canadian executive secretary of the Building Trades, echoed their sentiment when he stated, "We've had our fill of anti-union policies such as double breasting, the merit shop philosophy, and foot dragging on improvements to unemployment insurance benefits," and warned the federal and provincial governments that labor issues will not be forgotten when Canadian workers go to the polls.

Resolutions passed at the convention condemned federal government changes to the Fair Wages Act ending the practice of issuing wage schedules for government funded construction projects, called on governments to ban the use of asbestos in construction and called for a boycott of all Hyundai Corporation products in Canada. The Korean giant Hyundai Corporation was accused of attempting to introduce to Canada its same anti-union policies and practices of unjust treatment of workers in Korea.

Principal speakers at the convention included the federal minister of labor, Pierre Cadieux; the minister of employment and immigration, Benoit Bouchard; the Ontario minister of labor, William Wrye; and the official Opposition Party Employment Critic, Warren Allmand, member of Parliament.

Also on the program were Tom Mofat, president of the Ottawa/Hall Building and Construction Trades Council; Trevor Byrne, president of the Ontario Provincial Building and Construction Trades Council; and William Rivers of the Martin E. Segal Company.

DAD's Day Adds to Blueprint for Cure Total

Members of the Building Trades recently stood on street corners all over the United States, June 20, in rain, sunshine, heat and humidity as they collected money for the D.A.D.'s Day drive. The last figure received before press time came from 108 cities and totaled \$413,022.64. An additional \$53,803.65 is expected to increase the total.

The Kansas City District Council of Carpenters worked with Sheet Metal Workers Local 2 in the drive. Volunteers made collections at shopping centers and street corners over the metropolitan area, and, when the donations were tallied, they had collected \$16,710.

"We used Sheet Metal Local 2 apprentices to collect money and also Mason and Plaster Tenders Local 555 journeymen, under George Cutchlow. If the rain had not stopped us, we would have collected even more money," Bob Blackmore, business manager for the Sheet Metal Workers, said.

Members of Carpenters Local 1000, Tampa, Fla., were assigned two corners to work, one in Brandon, Fla., and the other in Mulberry, Fla.

Money collected during D.A.D.'s Day helps to bring teams of doctors and scientists together in a state-of-the-art facility at the Diabetes Research Institute in Florida to find a cure for diabetes.

Continued on Page 38



Local 1000, Tampa, Fla., covered Mulberry and Brandon during the D.A.D.'s Day Drive. Those members working a corner in Brandon were Geraldine and Riddley "Joe" Mathews, upper left, and Frank Taylor and Donald Ernst, lower left. Members assigned to Mulberry were Richard Ferrell, upper right, and Marty Bearry, Bobby Caruthers and Larry Polk, lower right.

LOCAL UNION NEWS

G-P Workers, U.S. Forest Products Board Score Big Win at South Carolina Mill

In a stunning victory and show of unity, workers at Georgia-Pacific's Holly Hill, S.C., sawmill voted more than three to one on July 29 to join the UBC and become part of the U.S. Forest Products Board's program.

As it has in recent elections, Georgia-Pacific mounted a strong campaign, but the giant forest products corporation clearly underestimated the determination of its largely young and spirited workforce.

The Holly Hill sawmill is now one of seven Georgia-Pacific mills in South Carolina that are represented by either the UBC or the IWA. All will be assisted by the program of the U.S. Forest Products Board, which was formed in 1985 by the UBC to coordinate bargaining and target new organizing in the industry.

A UBC-represented, G-P fiberboard plant sits on the same site as the Holly Hill sawmill. UBC members there receive higher wages and enjoy better working conditions than at the sawmill. But during the campaign, Georgia-Pacific thought it could get the workers to ignore this obvious fact through misleading statements about strikes, loss of benefits and union dues. On election day, however, the Holly Hill workers gave their response. It was as if no one had paid any

attention to the company's captive audience speeches, its "one-on-one" meetings to pressure workers, its promises of benefits to vote no, and all of the "vote no" t-shirts. Seventy-seven percent of the workers saw the company's campaign for what it was and voted for the UBC. As one member of the in-plant organizing committee put it, "The company thought we would never stick together. Well, we did and we showed the company who they would be dealing with from here on. We also proved something to ourselves."

The UBC welcomes the workers at Holly Hill to the Brotherhood. We give special recognition to the in-plant organizing committee which played a big role in the campaign. Their names are Joe Louis Green, Mark Way, Isiac Brown, Edward Davis, Gene Grimsley, Nathaniel Bryant, Steve Walker, Hampton Jefferson, Alain Logeret, James Vinson, Stephen Clinton, Matthew Gaines, Willie C. Brown, Marshall Anderson and Nathaniel Glover.

Directing the campaign for the UBC were representatives Ernie Curtis, H. Mac Rowe, Edgar Fields and Sylvester Hicks. Assistance was also given by UBC Local 2302 president Darnell Martin.

Happy employees of Georgia-Pacific's Holly Hill S.C., sawmill share the joy of official union recognition in a 3 to 1 victory. The mill is now one of seven G-P mills in South Carolina represented by either UBC or IWA.



Arkansas Pact



Members of Local 2171, Fort Smith, Ark., recently ratified a new contract with Hackney Brothers Body Co. Pictured above are Daniel Cinquars, Grover Napier, Linda Norby and Jim Tudor, who composed the bargaining committee for the Carpenters. The 15½-month agreement expires August 1988.

40th Anniversary



Auxiliary 462, Lafayette, Ind., recently held its 40th anniversary celebration at Purdue University. Pictured above, from left, are Louise Allyn, conductress and charter member; Wilma Benner, vice president; Betty Loro, treasurer; and Wendy Copeland, president. Back row, from left, are Mary Johnson, secretary and charter member; Gloria Holderfield, anniversary party committee; and Diane Clark, trustee. There are still six charter members active in the auxiliary.

Local 199 Marks Its Centennial

Celebrating its 100th anniversary, Local 199, Chicago, Ill., extends its appreciation to all those who have helped develop and establish it in the Northeast Illinois District. In 1983 Locals 578, 70 and 21 were merged with Local 199 to form the Carpenters and Piledrivers Local 199.

A charter was granted on July 21, 1886 and the local started with 56 members . . . only five years after the founding of the Brotherhood itself.

Steward Training in New York State

Locals 255, Bloomingburg, N.Y., and 532, Elmira, N.Y., recently completed the UBC steward training program "Building Union." The program was conducted by UBC Rep-

resentative Kevin Thompson and the business representatives from the local union. Participants received a certificate of completion after the course.



Local 532 members who participated in the training classes, front row from left: Business Representative Edward Baker, Edward Dayton, Brian Cilley, Jim Scrip, John Lithgow, Tom Narde and Lewis Daugherty. Second row from left: Dave Stewart, Jim Dunfee, Don Hostrander, Jerry Lindblad, Nick Scrip and Ken Brenze. Third row from left: Carl Whipple, Mike Rote, Todd Swimelar, Gary Cleveland, Jeff Stewart and John Sproule.



Those participating from Local 255 are pictured above: Business Representative Charles H. Vealey Jr., Roger McLaughlan, Christopher Cosgrave, Karl Kullberg, Matthew Mastowski, Dennis Yorke, Daniel Hopkins, Peter A. Karnavezos, David Rose, Nathan Browning, Kenneth DeWitt, Bill Ferguson, Robert Gerald, August Nolte, Robert Weisner, Walter William Davis, Fred LeRoy, Steve Freda, Michael Muller, Chris Cole, Harold McCarthy, Gregory S. Vealey, Tony Capozella, Wally Schultz, Miro Sauer, Joseph Molierno, Ken Fuller, Daniel Hughes and Raymond G. Pranga.

No man needs sympathy because he has to work . . . Far and away the best prize that life offers is the chance to work hard at work worth doing.

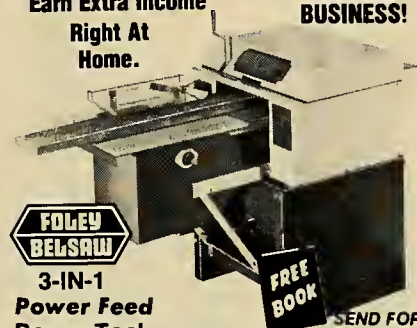
—Theodore Roosevelt, in an address in Syracuse, N.Y., Labor Day, 1903

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Lumber-Sawmill-Plywood Local 2817, Quebec, Holds Congress



The executive committee and membership of Local 2817, Quebec, assembled recently in Montreal for the annual congress of the organization. Almost 40 delegates from throughout the broad area covered by this forest products local assembled to consider amendments to the local's rules and regulations and to hear from the UBC's Director of Organization Mike Fishman and 9th District Board Member John Carruthers.

Also present were Guy Dumoulin, now assistant director of the Canadian Building Trades, and Representative Claude Cournoyer. Ramon Horth was reelected president of the union. Claude LaFontaine is financial secretary, and Denis Vandal is recording secretary.

Among the officers and guests shown in the picture, starting fifth from left, first row, are: John Carruthers, Mike Fishman, Ramon Horth, Claude LaFontaine, Guy Dumoulin and Claude Cournoyer.

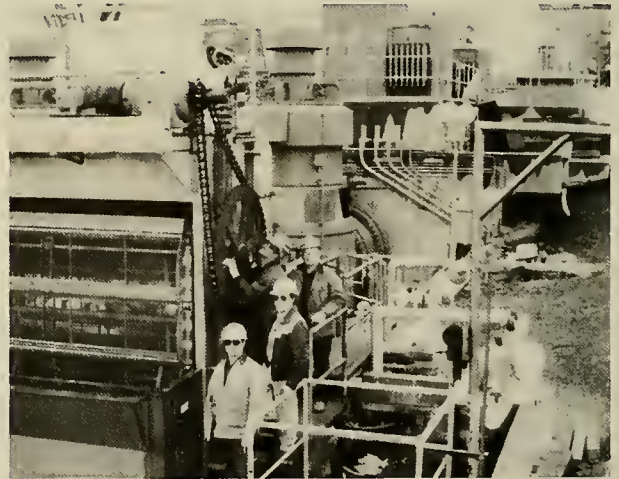
Georgia Victory Signs



The in-plant committee smiles with success after winning an election 30 to 18 at Door Systems Inc., Marietta, Ga. The company is a subsidiary of Wayne-Dalton of New Hope, Ohio, manufacturers of overhead, rolling doors. The UBC also represents employees at another Wayne-Dalton plant in Florida.

Rep. I. L. Bowling and representatives of the AFL-CIO industrial union department assisted in the handbilling and organizing at the plant.

Millwrights on Nuke Job



Members of Millwrights Local 2018, Ocean County, N.J., recently completed the last of six traveling water screens at the Oyster Creek Nuclear Power Plant in Forked River, N.J. The four pictured above are among the last of 47 men employed at the HIR Outage. Pictured above from front: Robert Stallings, foreman; GPU Supervisor Weissenburger; Ronald Nichols, fourth year apprentice; Welder Stanley; and Seymour J. Kahn, shop steward.

Workers Win Union Recognition at Razorback Hardwood Company

Federal labor law gives workers the right to union representation when a majority vote for the union in an NLRB election. But what happens when an employer's illegal threats, promises of benefits and questioning of workers makes a fair election impossible?

Workers at Razorback Hardwood Company and UBC organizers recently showed you can still win union representation even when the company repeatedly breaks the law and makes a fair election impossible. It is an important victory because employers increasingly are resorting to illegal tactics to deny workers their basic right to a fair union representation election. Here's how the workers and the UBC won:

In September 1986, after a majority of workers signed authorization cards stating they wanted the UBC to represent them,

UBC organizers filed a petition with the National Labor Relations Board to represent 65 production and maintenance workers at the Razorback Hardwood flooring and planing mill in Monticello, Ark. The company carried on an aggressive, anti-union campaign in the weeks before the election on November 21, 1986. After the ballots were counted the UBC had received 25 votes, but "no union" received 37 votes.

UBC organizers were determined to fight for a rerun election. The company's union busting conduct, including threats to employees, promises of benefits and interrogation of workers were grounds used by the UBC to file charges with the NLRB against Razorback. After a lengthy hearing the NLRB Hearing Office determined that Razorback had engaged in conduct that warranted set-

ting aside the results of the first election and agreed to a second election.

Even as the NLRB hearing officer was issuing his decision, Razorback was continuing to harass and intimidate union supporters. The UBC filed a charge against Razorback's unfair labor practices in March 1987, and the NLRB regional office issued a complaint soon after. In the complaint the General Counsel for the NLRB stated that the threatening and coercive acts and conduct of Razorback were so serious that a fair rerun election could not be held. The NLRB general counsel recommended that the company be made to recognize and bargain with the UBC through a bargaining order.

Continued on Page 34

APPRENTICESHIP & TRAINING

Dennis Scott Named Technical Director

Dennis Scott, who has served on the General Office training staff since 1976, has been appointed as technical director of the United Brotherhood's apprenticeship and training department.



Scott

In 1963 he began a career in the construction industry by joining the Laborers Union in San Mateo, Calif., and remained a member for two years. In 1965 he became a carpenter apprentice and member of Local 1408 in Redwood City, Calif., where he currently holds membership.

He served two years in Vietnam with the U.S. Navy Seabees. After returning from duty, he worked as a journeyman carpenter and resumed his membership in Local 1408.

In 1976 he was appointed as a coordinator in the apprenticeship and training department of the General Office. He worked out of his California office conducting task analysis of the carpentry trade to help develop training materials for the Performance Evaluated Training System. He has been responsible for development of material in all areas of carpentry, mill cabinetry, lathing and interior systems. He has worked closely with local joint apprenticeship and training committees promoting development of training facilities in keeping with the PETS as offered by the General Office.

In 1986 he moved to Washington, D.C., to work in the General Office.



Job Corpsmen applying siding to the Equestrian Building at the Pan-Am Games site. They gained credit for pre-apprentice experience at the job site.

Labor, Job Corps Work Pan-Am Games

When the city of Indianapolis, Ind., put out a call for volunteers to prepare for the 1987 Pan-Am Games, held last month, the U.S. Labor Department's Job Corps answered with nearly 1,200 young people ready to work.

Job Corps members from many of the 104 Job Corps centers throughout the country were brought into the city to begin renovation work under direct supervision of AFL-CIO journey worker carpenters, painters, operating engineers, electricians, and others.

A once use-worn barn was turned into a stable and equestrian course; a rifle range suitable for international competition was prepared as well as a variety of other building restorations and Pan-Am projects.

Job Corps members, whose voluntary enrollment in the Job Corps program already provides them housing, meals, health care and a minimal monthly stipend, received a bonus for their work in Indianapolis.

According to Kenneth Gibson, Indiana state director of the Labor Department's Bureau of Apprenticeship and Training, the Corpsmen who received instruction in the skilled trades will be credited with pre-apprenticeship experience.

OSHA Issues Employee Workplace Rights Booklet

The U.S. Department of Labor's Occupational Safety and Health Administration has issued a new booklet, "OSHA: Employee Workplace Rights," available from the agency's regional and area offices.

The 16-page booklet explains in detail the rights and responsibilities an employee has in the workplace under the OSHA of 1970. It encourages employers and employees to work together to remove hazards.

Employee rights include safety and health information on an individual's workplace, information on OSHA inspections, notification on variances to OSHA standards and exercising rights under the OSH Act without fear of punishment. Employees are responsible for complying with OSHA standards and employer safety rules such as wearing protective equipment.

One free copy of the new publication (OSHA 3021) is available from the nearest OSHA regional or area office. OSHA offices are listed in the U.S. Government section of the telephone directory under the U.S. Department of Labor. Requests also may be sent to the OSHA Publications Office, Room N-3101, 200 Constitution Avenue, Washington, DC 20210. A self-addressed label should be enclosed with each request.

Detroit's 41st Graduation

The 41st annual apprentice graduation banquet of the Detroit Carpentry Joint Apprenticeship Committee was recently held to honor 21 new journeymen. It was pointed out during the ceremony that for the first time each of the union representatives on the jointly sponsored labor-management JAC were products of the Detroit program.

The 1987 class from the Detroit Carpentry JAC include, front, Pat Coakley, Dale Nadeau, Secretary-Treasurer Daniel Kelley, Mary Loven, David Gubbini and Business Representative and JAC Chairman William Fair.

Back, Joseph Ready, Reginald White, Gerald Maryolf, Robert Douglas, Tom Harrington, John Luthy and Chris Carrol.



Labor News Roundup

Employee suit to prove successorship dismissed by court

The Eighth Circuit Court dismissed a lawsuit by members of a Minnesota local of the Teamsters stemming from the union's failure to compel a lessee of a warehouse to adhere to the terms of their collective bargaining agreement with their former employer. The lessee modified the operations of the workplace substantially and was not a successor employer, according to the court.

National Super Markets signed an agreement subcontracting the warehouse and distribution work at its Hopkins, Minn., facility to Gateway Foods of Minneapolis, Inc. Gateway agreed to hire National's employees but only at reduced wages and at the bottom of the seniority ladder. The Teamsters agreed to the proposal.

Of the former National workforce of 127 employees, 113 were working for Gateway a year after the transition. Several of the former National employees filed a grievance against Gateway, alleging that as a successor employer Gateway must accord them full contractual seniority rights, wages and benefits. The Teamsters refused to pursue the matter, and the employees sued both the union and the employer in federal court.

The Eighth Circuit observed that the National employees were a minority of the Gateway employees, the nature of the work and the working conditions had changed, the supervisors were different and the services offered had changed. The lawsuit was dismissed.

Flight attendants win baggage limit rule at FAA

The Association of Flight Attendants succeeded in a three-year campaign to convince the Federal Aviation Administration to set limits on the amount of hand-carried baggage passengers bring aboard commercial air carriers.

The union petitioned for the regulations, pointing to serious safety hazards involved, and urged the FAA to set uniform limits that would apply to all airlines. The agency chose to permit each carrier to set its own volume ceilings, subject to FAA approval.

AFA safety director Matthew Finucane voiced concern over the possibility of public inconvenience if airlines establish dozens of separate baggage limits. He urged the carriers to "adopt uniform limits through their trade associations".

The airlines have six months to establish their screening programs.

Bill introduced to give musicians bargaining rights

Legislation was recently introduced in Congress that would give musicians and other performing artists the right to be represented in collective bargaining by the union of their choice.

The bill became necessary because of rulings by the National Labor Relations Board which said musicians and other performers were independent contractors who have control over the means and production of their work and so cannot enter into agreements with employers to establish wages and improve working conditions. Senator Spark Matsunaga (D-Hawaii) pointed out that most performers are hired at the whim of a conductor, hotel manager or bar owner and, thus, have no control over their working conditions.

The bill would give musicians and other performers rights similar to those now enjoyed by construction and garment workers.

McCreary Tire and Rubber Company on boycott list

The AFL-CIO Executive Council has endorsed a request for a boycott of McCreary Tire and Rubber Company products by the United Rubber Workers after the company made demands on the members of URW Local 947 in Indiana, Pa.

Employees were locked out in March 1986 when they refused to accept substandard wages offered them. The company's demands included a wage freeze, further cuts in benefits, a two-tier wage scale and no recall for most laid off employees.

This came after employees accepted wage and benefit concessions in order to keep the company more competitive. After only one month of negotiations, McCreary refused to return to the bargaining table, saying there was no work unless they accepted management's offer.

McCreary products include truck, industrial, farm, racing, passenger, small aircraft and federal government test tires.

Boycott against Ace Drill products asked by UAW

United Automobile Workers President Owen Bieber asks support in a boycott against Ace Drill Co., after the company was sold to A.J. Brown the same month the employee contract ran out.

The company, formerly privately owned, has been organized for over 20 years by UAW Local 1397, Adrian, Mich. The new contract demands by the com-

pany include substantial wage cuts, cuts in health and welfare benefits, as well as holidays, elimination of cost-of-living increases and unrestricted rights to sub-contract, although the company has been enjoying an overall profit.

The new owner has met several times in contract negotiations, but his stand remains firm, forcing UAW members to strike. Non-union workers have been hired to replace strikers, including some local prisoners, who have been removed through intercession by the State of Michigan. Brown, the new owner, has asserted he wants to break the union and convert the shop to a federal minimum wage establishment.

The union alleges that the company has also been purchasing inferior foreign drills, assigning non-union labor to stamp Ace Drill on the merchandise and placing them in Ace shipping containers for distribution.

The AFL-CIO executive council has endorsed the boycott until an equitable contract can be obtained. Products include hardened and tempered steel bars, wire and jobber drills, reamer blanks, air craft, letter drills, taper routers and K.O. pins.

Work Stress Called Major Industrial Concern Worldwide

A study published by the International Labor Organization said that one out of every four workers in industrialized countries is likely to suffer from mental illness at some point in their working life. The U.N. agency report stated that stress at work or elsewhere was one of the world's most serious health problems, causing symptoms ranging from mild anxiety and depression to chronic mental illness.

'America Works' ready for schools from LIPA

Labor's award-winning public television series, "America Works," is being marketed to 27,000 U.S. school systems in six videocassette programs. The series, hosted by actress Labrina LeBeauf of "The Cosby Show" and produced by the AFL-CIO Labor Institute of Public Affairs, includes programs on community activism, family farm foreclosures, health care, pay equity, toxic hazards and plant closings.

Phoenix Films, a New York-based educational distributor, is offering individual programs in any video format to schools and public libraries at a special price of \$89 per tape or \$485 for the whole series. Trade union members can purchase the tapes at an additional 50% discount. For more information contact LIPA, 815 16th Street, NW, Washington, D.C., 20006; (202) 637-5334.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

COURAGE AWARD

Leo Morales, Local 1976, Los Angeles, Calif., was recently awarded the Courageous Citizens Award by the Office of the District Attorney in conjunction with the Lions Clubs of Southern California. The event promoting the award was the rescue of a two-year-old child.

Hearing a car crash while at a gas station in Pico Rivera, Morales looked up to see a car upside down and burning. Without regard for his own safety, he ran toward the vehicle to pull a two-year-old child out. He then assisted in removing the driver and another child from the car. This courageous response at the scene of a drunk-driving accident saved the life of the child.

The ceremony was held during the National Victim's Rights Week. The deputy district attorneys nominate citizens for these awards; seven citizens were chosen to be honored out of the group of nominees.

In the program Ira Reiner, district attorney wrote, "In a very real sense these 'courageous



At a recent ceremony, Leo Morales was honored by the Office of the Los Angeles district attorney with its Courageous Citizens Award. Morales is shown here with District Attorney Ira Reiner and Los Angeles District Council Administrative Assistant Armando Vergara.

geous citizens' have been drafted into a war against violent crime; they were presented by life with a hard decision—to risk their personal safety or to remain passive. Each of these people have chosen the course of personal risk and sacrifice."

ILLINOIS SCHOLAR

Local 16, Springfield, Ill., recently awarded its annual scholarship to Deborah Beck, daughter of Mr. and Mrs. Jack Beck. Miss Beck was in the June graduating class at Springfield High School and plans to attend Knox College in Galesburg, Ill. where she will major in political science. The first alternate was John Yard, son of Mr. and Mrs. Lee Yard, and the second alternate was Sara Matson, daughter of Mr. and Mrs. Richard Matson.



BECK

HAWAII PROJECT

Local 745, Honolulu, Hawaii, has recently become actively involved in assisting the Boy Scout Special Projects Program as a result of discussions between Scouting leaders and the local's financial secretary-business representative, Walter Kupau.

The Special Projects Program is comprised of six counselors who work with thousands of disadvantaged and handicapped children on Oahu. They work with these Scouts to get them involved in a variety of programs such as handicraft, safety at home, survival skills and camping.

Local 745 became involved in the program

Continued on Page 38

WINNERS IN BIKE-A-THON



A team of labor-oriented bike peddlers rolled into second place and a trophy in the recent Capital Motion Bike-a-Thon in Washington, D.C. Calling themselves the Wobblies, they raced around the Tidal Basin area in the nation's capital to a victorious finish, raising more than \$800 for the American Cancer Society. The team includes, from left, Neil Gladstein, Electrical Workers research department; Lynn Rhinehart, U.S. Senate Labor Committee staff; Emmett Russell, Operating Engineers representative; Bill Londrigan, Heavy and Highway Construction Committee's research director; and Steve White, member of UBC Local 402 and research analyst for the Brotherhood's special projects department. The team peddled a total of 170 miles, with White amassing 50 miles as the team leader.

RECALL NOTICE: SKIL MODEL 77, 7 1/4" WORM-DRIVE SAW

If you own or use a SKIL Model 77, 7 1/4" Worm-Drive Saw, with the date codes HNY, HN2, HPN, HPP, HPQ, HPR, HPS, or HPT printed on the lower right-hand corner of the product label, you are hereby advised of a voluntary recall of the saw by SKIL Corporation.

The recall is to replace the lower blade guard of the saw, which may be susceptible to cracking under unusual conditions. *This condition is potentially hazardous and can result in serious personal injury.* There will be no cost to the consumer for the replacement of the lower blade guard of these saws; however, the replacement must be made by an authorized SKIL Service Center. For the name and address of the nearest authorized SKIL Service Center, call, toll-free, 1-800-237-8279.

(In Canada, call collect: 314-426-6500).

This recall applies *only* to SKIL Model 77, 7 1/4" Worm-Drive Saws, sold *after* November, 1986. No other SKIL tools are affected by this notice.

SKIL



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

CONSTRUCTION TERMS

Hydroelectric Constuction - is just one dam thing after another.

Diversification - an attempt to profit by betting on every horse in the race.

Specialization - Betting everything on the wrong horse.

Contractor - a gambler who never gets to shuffle, cut or deal.

Bid Opening - a poker game in which the losing hand wins.

Bid - a wild guess carried out to two decimal places.

Low Bidder - a contractor who is wondering what he left out.

Engineer's Estimate - the cost of construction in heaven.

Project Manager - the conductor of an orchestra in which every musician is in a different union.

Critical Path Method - a management technique for losing your shirt under perfect control.

Strike - an effort to increase egg production by strangling the chicken.

—Carpenter's Local 1408,
Redwood City, Calif.

JOB CLASSIFICATION

Little Kathy was trying to quiet her younger brother in church. "Hush," she whispered. "You're not supposed to talk loud in God's house."

"Who's gonna stop me?" he asked.

Kathy pointed to the ushers and said, "Do you see those men back there? They're the hushers."

—Globe

REGISTERED TO VOTE?

THIS MODERN AGE

The marvels of modern technology include the development of a soda can which, when discarded, will last forever and a \$7,000 car, which properly cared for, will rust in two or three years.

—Journalist Paul Harwitz

LOOK FOR THE UNION LABEL



LOVE CONQUERS ALL

A young lady returned her engagement ring to her suitor, confessing that she had fallen in love with someone else.

"You could at least tell me who the other man is," the jilted boyfriend said.

"Why?" asked the woman. "Do you want to challenge him to a duel?"

"Don't be silly," he said. "I want to try to sell him the ring."

JOIN C.L.I.C. TODAY

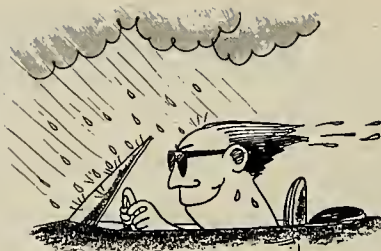
THAT OLD LINE

Adam is the only man who couldn't say, "Haven't we met before?"



THIS MONTH'S LIMERICK

There was a composer named Liszt
Whose music no one could resist.
When he swept the keyboard
Nobody could be bored;
And now that he's gone his is miszed.



WEATHER COMMAND

Mother: Son, are you going to take the car out in this terrible weather?

Son: Sure, Ma, it's a *driving* rain, isn't it?

—Boy's Life

SUPPORT 'TURNAROUND'

RUNNING FROM PROBLEMS

A man complained to his doctor that he was having trouble sleeping. He was irritable, he said, and couldn't get along with his brother.

The doctor told him to get up every morning and jog 10 miles.

After 14 days, the man telephoned: "Doc, I feel great. I'm sleeping again, and I'm not irritable."

"Super," said the doctor. "But how are you getting along with your brother?"

"How should I know?" the man answered. "I'm 140 miles from home."

SHOW YOUR BUMPER STICKER

ODDS ARE

For his birthday, a young man received the gift he's always wanted: a horse. But it was a rather old horse, so the young man thought he should have it looked over by a veterinarian.

After the animal doctor was finished, the young man anxiously asked, "Will I be able to race her?"

He looked at the young man, then at the horse.

"Sure," the vet said, "and you'd probably win."

—Boy's Life

ADOPT A LUMBER COMPANY

SINCE YOU ASKED . . .

Chubb: I went riding this morning.

Pee Wee: Horseback?

Chubb: Yeah, he got back about two hours before me.

—Boy's Life

NEW! Introducing the first new leveling tool in 100 years.

For every professional and do-it-yourselfer.
So versatile, it belongs in every craftsman's toolbox.
So rugged, your great-grandchild will be using it.

**Replaces
all these tools.**



Total retail value \$77.90.
You save \$27.95

24-MONTH GUARANTEE
against materials and workmanship.

© 1987, G. Rawlings, Inc.

The rawlings™ COMBINATION LEVEL.

Made in U.S.A.
U.S. Patent #4,144,650



It's 5-tools-in-1

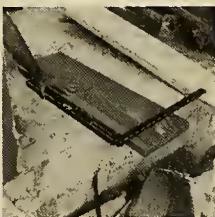
—Fully-calibrated in inch, angle, plumbing and
roof-pitch markings (metric optional)



1. It's a 2ft. level



2. It's a 4ft. level



3. It's a square (and miter)



4. It's an angle-finder



5. It's a rule and straightedge

- Available in 2 sizes, 12"/2ft. & 2ft./4ft.
- Saves buying and carrying several tools
- Rugged I-beam design

There's hardly a job you can't use this revolutionary tool on.

The new rawlings™ COMBINATION LEVEL is packed with handy features that make it the friend of carpenters, bricklayers, boatbuilders, sheet-metal workers, glaziers, plumbers, siding & roofing workers, aluminum installers, wrought-iron and ironworkers, and other skilled craftsmen. To say nothing of the home handyman.

Just look at its features: a recessed locking lever that operates from either side. It frees up the pivoting arm to form a 90° square, 45° miter or any angle between 0° and 180°. At the hinge is a protractor with true and complementary angle indicators. It lets you read off any angle for any job, from roofing pitch to plumbing pipe slope; odd-shaped kitchen cabinets to angled carpet cutting.

The rawlings™ COMBINATION LEVEL is a rugged, precision tool. It's made from Borg-Warner's Cylolac®. The same miracle material used extensively in the aerospace industry.

Inch markings are recessed and painted for easy-to-read, lifetime wear. Cut-outs on all sides allow you to read bubble levels from any angle.

If you work with metal a lot, or just occasionally, get the optional, B.F. Goodrich magnetic insert.

The ingenious new rawlings™ COMBINATION LEVEL is so versatile it belongs in every craftsman's tool box.

Just a few of the hundreds of jobs the rawlings™ COMBINATION LEVEL will handle:



Dormer siding and sheeting



Standing-square for brick and block laying



Countertops, cabinets, flooring, tile, carpeting



Building stairways, laying up paneling, drywall

Use the revolutionary new rawlings™ COMBINATION LEVEL AT OUR RISK for 20 days. Use it. Abuse it! If not 100% satisfied, return it for a full refund.

G. Rawlings, Inc., 13161 McGregor Blvd., Ft. Myers, FL 33907

C-4



For credit card orders, call toll-free

1-800-367-9623

(In Fla. 1-813-433-7767)

Payment in ☐ check ☐ money order
☐ Visa ☐ Mastercard

Signature _____ Account No. _____ Exp. Date _____

Name _____ Address _____

City _____ State _____ Zip _____ This purchase is for ☐ professional ☐ home use

Qty ☐ 2ft./4ft. rawlings™ COMBINATION LEVEL(S) @ \$49.95

☐ Include B.F. Goodrich magnetic inserts @ \$6.99

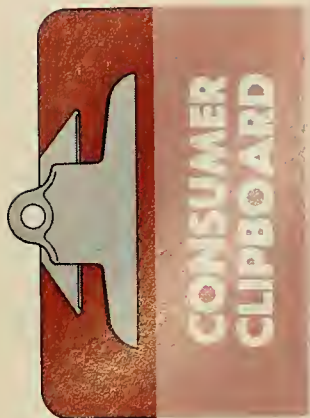
Qty ☐ 12"/2ft. rawlings™ COMBINATION LEVEL(S) @ \$39.95

☐ Include B.F. Goodrich magnetic inserts @ \$5.99

Add \$2.50 shipping & handling. Fla. residents add 5% sales tax.

☐ Send free brochure

Total enclosed \$ _____



The Pitchmen Who Invade Your Mail Box

'Junk mail,' friend or foe, is gaining momentum in stuffing our mailboxes, as the advertising trend catches on.

Many people label them nuisances, those "junk mail" advertisers who invade our homes through the mail slot in search of a soft touch for their hard sell.

Truth is, direct mail has proven an effective way for companies to reel in customers, often with gimmicks such as scratch and win sweepstakes that come in the candy-striped envelope and tell you that you've won before you have even opened the envelope.

"It's a big world out there, and everything is being sold through the mail," says Michael Gretschel, president of List America Inc., a mailing list-brokering company in Georgetown, Washington, D.C.

Mail is the favorite medium for donation solicitors—whether for charity, religion or public television. At the same time, for-profit companies use the post office to help them sell books, stereo equipment, clothes, sporting gear, credit cards and insurance. Mail advertising brings in billions of dollars annually.

And the post office, for its part, embraces direct mail as its bread and butter. Last year, the postal system handled more than 55 billion pieces of third-class mail, including

magazines, but much of the haul was of the direct-mail persuasion.

One of the reasons mail advertising is so effective is because it is "personal," says John Jay Daly, former executive director of the Direct Marketing Association of America.

While print ads or television commercials can be eye-grabbing and provocative, they are viewed passively as mass media, which people can switch off if they choose.

Direct mail solicitation is more difficult to ignore. Though the piece may be a computer-generated form letter, it's addressed to a single person, and it may be tailored specifically to that person's needs as perceived by the mailing company.

While that personal edge is what sells mail advertising, it may also be what people find most offending. The first question that runs through most minds is usually, "How did they get my name?" If the pitch is good, though, it often overrides that initial suspicion.

Computers and the information revolution are the prime movers behind the new success of direct mail that has virtually exploded. A mailer can match names and addresses from several different mailing lists to hone a promising list of potential customers. The days of sitting down with an open phone book and sending solicitations to all the names listed are gone.

Using information from census reports and mailing lists from magazines and catalogs, mailers are able to find out all kinds of things about people: average income (based on incomes within ZIP codes), whether or not you have children, your hobbies, interest in world affairs, marital status and approximate age.

"If I know the magazines you subscribe to, I know an awful lot about you," Daly says. "It really is the key to how people think."

With the emphasis mail advertisers place on building sure-sell address lists, the lists themselves have become hot commodities.

"The most sought-after lists are the active files—people who've made some purchase through the mail in the last 12 months," Gretschel says. His company matches potential mailers with lists they likely could use to sell their products.

A mailer may pay 6 to 10 cents a name for one-time use of a good active list, de-

pending on the affluence of the names on it.

"That's rental. Most mailing lists are not for sale. They're sent out on mailing labels when rented," Gretschel says.

This is how the mailer gets inside your mailbox; getting inside your head is another process. Like anthropologists stalking the missing link, direct mailers test a variety of hooks on their audiences, painstakingly tuning and returning the mailing for the best results.

"You have to find out what people want," Daly says. Not only in a product, but in what kind of advertising will work, he says. They begin with a basic package, developed through years of trial and error research.

On the front of the envelope, they put a "teaser," something to get you to tear open the flap. Inside, expect to find a personalized letter, typed on official letterhead. According to Daly, that's where the actual selling occurs.

The sales deal is laid out in simple but glowing terms and signed by a high-ranking executive. Advertisers are always advised to find a way to incorporate a P.S. since, according to studies, that is the most read part of the letter. There will probably be some kind of glossy sales literature—complete with color photos and snappy graphics. Count on finding a reply form, return envelope and a toll-free number.

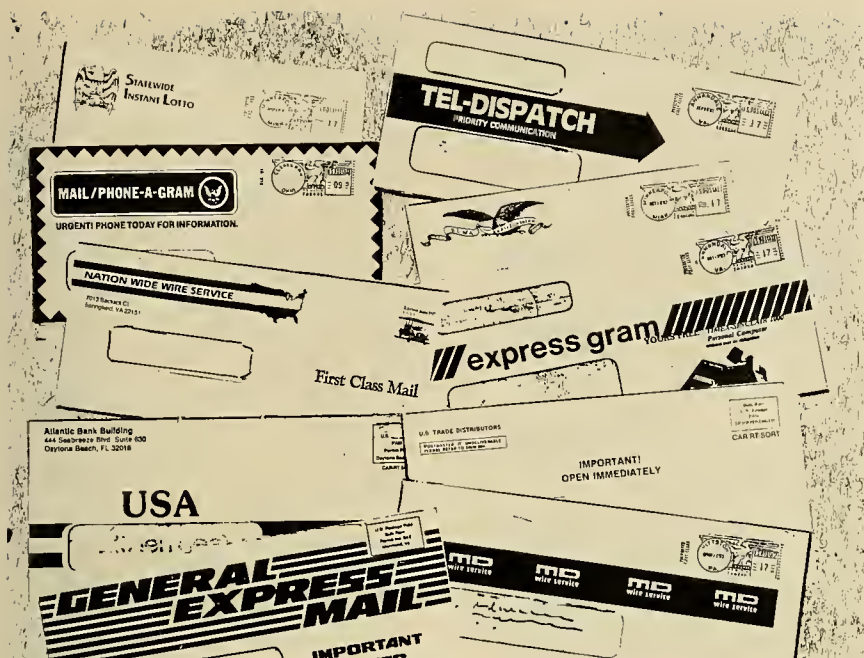
After that, though, the sky's the limit, and no gimmick is too low. A company might send out "involvement devices"—scratch-and-win sweepstakes—or token gifts—preferential treatment cards embossed with the customer's name.

For some people, mail solicitations are just one of the day's joys, a chance to discover new information. Others find them an invasion of privacy. For those people, the Direct Mail Association of America offers the Mail Preference Service, which voluntarily takes disgruntled persons' names off national mailing lists.

But for folks who enjoy the colorful world of mail advertising, there's one tried-and-true trick to get your name placed on a preferred mailing list somewhere: Buy something!

To have your name removed from national mailing lists write: Mail Preference Service, Direct Marketing Association, 6 E. 43rd Street, New York, N.Y. 10017-4610.





Some typical "look alike" envelopes in the mail. Many show eagles and other official-looking illustrations. The words "express" and "gram" are used frequently, although most go out third class mail. Most of these are promoting time-sharing schemes.

Beware of 'Look Alike' Direct Mail Envelopes

Last year the United States Postal Service proposed a regulation prohibiting all "look alike" envelopes used in what has turned into a big business: Direct Mail. The trick is to get the recipient to open his mail and to disguise the fact that it is unsolicited advertising (frequently called junk mail).

Envelopes in red, white and blue; envelopes decorated with starving children or suffering animals; envelopes displaying Old Glory. Recently emerging is the ersatz envelope (Ersatz is german for substitute).

These envelopes claim to be something they are not. Carefully selected terms are printed in bold type across the envelope to confuse the recipient and the post office: Priority Express, Special Mail, Via Class Mail. Anything is used to obscure the fact that the piece comes by plain, ordinary, bulk

mail.

But recently there has appeared a new twist that seems to have confused everyone including the post office and prompted their proposed regulation.

Some pieces are #10 window envelopes showing through. Printed in bold letters are the phrases: "Postmaster, do not deliver before the 1st of the month" and "\$300.00 penalty." Almost exactly like a Social Security Check envelope.

The mail order industry mounted a powerful campaign against the proposed regulation which resulted in a meaningless regulation. The USPS, charged with "universal service" and not just service to the narrow interest of the business community, has at this point caved in to the business lobby.

Electric-Heat Beds Cause Miscarriages?

Data gathered by Denver, Colo., researchers shows a strong correlation between the use of electric blankets or electrically heated waterbeds and an increase in the number of miscarriages among pregnant women. The study also showed that many of the pregnancies that reached full term were longer than normal. Other research suggests that such bed heating devices may also contribute to birth defects.

Among babies conceived in electrically heated beds, the average gestation period

for a midwinter conception was about one week longer than the gestation period for babies conceived during July and August. This is apparently due to the greater number of cold nights during which electric heat was used. No seasonal variation was seen in the gestation times of babies conceived in unheated beds.

As for miscarriages, the charts look rather alarming. For those with heated beds, there were significantly more miscarriages, and 75% of them occurred during colder months, September through January.

According to the research done, it is not the heat itself that is responsible for these

Continued on Page 38

NEW

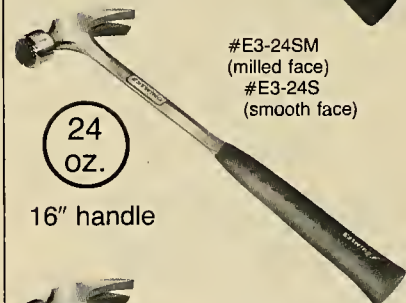
Estwing FRAMING HAMMERS First and Finest All-Steel Hammers



Our popular 20 oz. regular length hammer now available with milled face
#E3-20SM (milled face)

20
OZ.

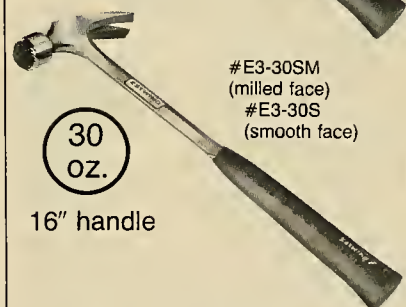
14" handle



#E3-24SM (milled face)
#E3-24S (smooth face)

24
OZ.

16" handle



#E3-30SM (milled face)
#E3-30S (smooth face)

30
OZ.

16" handle

Forged in one piece, no head or handle neck connections, strongest construction known, fully polished head and handle neck.

Estwing's exclusive "molded on" nylon-vinyl deep cushion grip which is baked and bonded to "I" beam shaped shank.



Always wear Estwing Safety Goggles when using hand tools. Protect your eyes from flying particles and dust. Bystanders shall also wear Estwing Safety Goggles.

See your local Estwing Dealer. If he can't supply you, write:

Estwing Mfg. Co.

2647 8th St. Rockford, IL 61101

Full Length Roof Framer

The roof framer companion since 1917. Over 500,000 copies sold.

A pocket size book with the ENTIRE length of Common-Hip-Valley and Jack rafters completely worked out for you. The flattest pitch is ½ inch rise to 12 inch run. Pitches increase ½ inch rise each time until the steep pitch of 24" rise to 12" run is reached.

There are 2400 widths of buildings for each pitch. The smallest width is ¼ inch and they increase ¼" each time until they cover a 50 foot building.

There are 2400 Commons and 2400 Hip, Valley & Jack lengths for each pitch. 230,400 rafter lengths for 48 pitches.

A hip roof is 48'-9¼" wide. Pitch is 7½" rise to 12" run. You can pick out the length of Commons, Hips and Jacks and the Cuts in **ONE MINUTE**. Let us prove it, or return your money.

In the U.S.A. send \$7.50. California residents add 45¢ tax.

We also have a very fine Stair book 9" x 12". It sells for \$4.50. California residents add 27¢ tax.

A. RIECHERS

P. O. Box 405, Palo Alto, Calif. 94302

Carpenters Hang It Up

Clamp these heavy duty, non-stretch suspenders to your tool belt and you'll feel like you're floating on air. Take the weight off your hips and put it on your shoulders. Made of soft, comfortable 2" wide nylon. Adjust to fit all sizes.



PATENTED SUPER STRONG CLAMPS

Try them for 15 days, if not completely satisfied return for full refund.

Order Now Toll Free—1-800-237-1666.

NOW ONLY \$16.95 EACH

Red ☐ Blue ☐ Green ☐ Brown ☐

Red, White & Blue ☐

Please rush "HANG IT UP" suspenders at \$16.95 each includes postage & handling. Utah residents add 5½% sales tax (.77¢). Canada residents send U.S. equivalent, Money Orders Only.

Name _____

Address _____

City _____ State _____ Zip _____

Visa ☐ Master Charge ☐

Card # _____

Exp. Date _____ Phone # _____

CLIFTON ENTERPRISES (801-785-1040)
P.O. Box 979, 1155N 530W
Pleasant Grove, UT 84062

What's Required of UBC Members Under the New U.S. Immigration Law

The new U.S. immigration law makes it illegal for employers to hire workers who are not citizens, legal residents or foreigners who are authorized by the Immigration and Naturalization Service (INS) to work in the U.S. Employers can face civil and criminal penalties for knowingly hiring anyone without legal documents. Employers will not face penalties for continuing to keep employees on their payroll—legal or illegal—if the employees were hired prior to November 6, 1986.

Employers must fill out a Form I-9—Employment Eligibility Verification Form for every worker who is hired. Being a U.S. citizen does not exempt a worker from these forms. Employees fill out the top section of the form, and must show proper documentation. Under the law it is the responsibility of the employer to get the Form I-9 completed. Failure to do so can result in fines and/or criminal penalties against the employer.

Locals and district councils should take the following actions with respect to the new immigration law:

1. Advise members going out on jobs to carry proper identification to complete the I-9 Form. In most cases, an original Social Security Card or original or certified copy of a U.S. birth certificate, together with a driver's license or other state-issued ID card that has a photograph or a U.S. military card, will do.

Any one of the following documents will also allow you to work, if a Social Security Card and a picture driver's license are not available: a U.S. passport, certificate of U.S. citizenship, certificate of naturalization, current foreign passport with employment authorization, alien registration card with photograph, green card or work permit I-688A with photograph.

Members should be advised to carry work authorization documents at all times. If they do not have proper documents, they should take steps immediately to get them. It can take a number of weeks to get a certified birth certificate or social security card.

Continued on Page 34

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retiree's Hobby



Retired Brother Simon C. Chiasson has taken up the art of violin making. When asked how long it takes to make each violin, his reply was, "As long as I have patience." Chiasson is a member of Local 1588, Sydney, N.S.

95 and Irish



John Cullen, Local 1456 member, Broad Channel, N.Y., celebrated his 95th birthday August 8. He was joined in the celebration by his family, which included 39 grandchildren and 32 great-grandchildren.

Cullen still lives in the house he built in 1927 and is still in great shape, as he lives by himself. One of his favorite hobbies is playing the accordion.

Indiana Club Names New Vice President

Club 27, Hammond, Ind., has appointed Larry Hess new vice president. His wife Mocella will serve as trustee. Sixty members and wives attended the last meeting of the retirees' club. The club recently viewed the United Brotherhood's centennial film, "Knock on Wood."

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only \$79.95!

Now you can solve all your building problems right in feet, inches and fractions—with the all new Construction Master™ feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and ANY or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

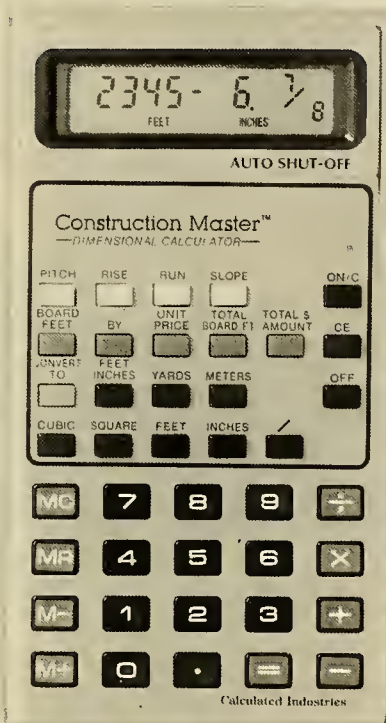
Plus the Construction Master™ actually displays the format of your answer right on the large LCD read-out—square feet, cubic yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also



New calculator solves problems right in feet, inches and fractions. On sale for \$79.95.

includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

Finds Your Lumber Costs In Seconds

Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

And the Construction Master is compact (2-3/4

x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—no AC adapter needed—you can take it anywhere!

And the Construction Master™ comes with easy-to-follow instructions, full 1-Year Warranty, easily replaceable batteries (avg. life 1,000 hrs.) and vinyl carrying case—an optional custom-fitted leather case is also available.

Professionally Proven!

Thousands of builders turn to the Construction Master™ everyday.

"It's Great! Finally we can get the correct total with fractions the first time through!" Chuck Levdar, Black Oak Inc., Sausalito, Cal.

"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

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CP-9/87



Second 1987 Seminar at Labor Studies Center for Full-time Officers and Business Representatives

The second of three 1987 UBC leadership training seminars was held the week of July 20 at the George Meany Labor Studies Center in Silver Spring, Md.

Forty-seven local and council officers attended the July seminar. The final seminar was held August 2-7.

The seminars are designed to acquaint full-time officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of Second General Vice President John Pruitt, working with Staff Representatives Edward J. Hahn and James Davis.

Participants in the second 1987 training seminar and their local or council affiliation are as follows:

Russell Abate, B.R., Local 118, Detroit, MI

Harold R. Adams, B.M., Local 247, Portland, OR

Donald Anderson, B.R., Milwaukee & SE Wisconsin D.C., Milwaukee, WI

Thomas Bakk, B.R., Local 606, Virginia, MN

Perry W. Barbee, B.R., Local 1469, Charlotte, NC

Daniel Bark, B.R., Local 2158, Moline, IL

William Barnett, B.R., Metropolitan District Council, Philadelphia, PA

Brian Blair, B.R., Local 140, Tampa, FL

Larry Burton, B.R., Kansas City District Council, Kansas City, MO

Jack Carstens, B.R., Houston District Council, Houston, TX

James S. Copeland, B.R., Northwest Indiana D.C., Hobart, IN

Ken Dilling, B.R., Local 1280, Mountain View, CA

David Lynn Evans, B.R., Local 1241, Columbus, OH

John Hadzess, B.R., North Coast Counties D.C., Santa Rosa, CA

James J. Hirsch, B.R., Milwaukee & SE Wisconsin D.C., Milwaukee, WI

David Hohman, B.R., Western Pennsylvania D.C., Pittsburgh, PA

John Hooven, B.R., Metropolitan District Council, Philadelphia, PA

Ronaldo A. Hunter, B.R., Local 769, Pasadena, CA

Julius D. Kleinstein, B.R., Local 135, New York, NY

Jeffrey D. Kruse, FS and BR, Local 704, Jackson, MI

Edwin M. Lashley, B.M., Local 865, Brunswick, GA

James R. Lindley, B.R., Local 225, Atlanta, GA

Robert L. Lyons, B.R., Local 548, St. Paul, MN

Raymond McMillen, B.R., Local 361, Duluth, MN

Mike Magallanes, Org., Local 1506, Los Angeles, CA

Andrew Mitchell, Jr., Northwest Indiana D.C., Hobart, IN

Kenneth Mocarski, FS and Asst. BR, Local 54, Berwyn, IL

Steve Muchicko, B.R., Local 515, Colorado Springs, CO

Gordon A. Nystrom, FS & Asst. BR, Local 58, Chicago, IL

Dennis Pelillo, B.R., Local 210, Norwalk, CT

Dennis Penkalski, B.R., Milwaukee & SE Wisconsin D.C., Milwaukee, WI

Donald L. Roberts, B.R., Kentucky State District Council, Frankfort, KY

Jim Rutherford, B.R., Baltimore District Council, Bel Air, MD

Robert L. Scholtens, F.S., Local 434, Oak Lawn, IL

Edward Schrody, Organizer, Local 1506, Los Angeles, CA

Joseph T. Scoppettone, B.R., Local 144-L, San Jose, CA

Curt Sherrill, B.R., Santa Clara Valley D.C., San Jose, CA

Kenneth Smith, B.R., Local 281, Johnson City, NY

Stanley A. Starks, B.R., Local 102, Oakland, CA

Eugene Swanson, B.M., Local 470, Tacoma, WA

James R. Swindell, B.R., Orange County District Council, Orange, CA

Gregory D. Taylor, FS & BR, Local 903, Valdosta, GA

John Vella, Asst. B.R., Local 715, Elizabeth, NJ

Dale Williams, B.R., Kentucky State District Council, Frankfort, KY

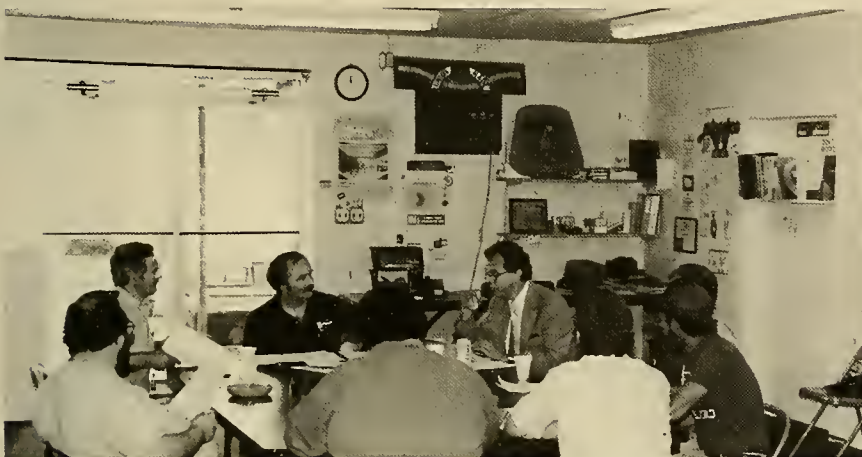
Harold E. Wilson, B.R., Kansas City District Council, Kansas City, MO

George Wincapaw, B.R., Milwaukee & SE Wisconsin D.C., Milwaukee, WI

Bill Yandell, B.R., Local 102, Oakland, CA



Members of the United Shipbuilding Crafts pass out leaflets at a plant gate of the General Dynamics Electric Boat Division plant, Quonset Point, R.I. Beside the fence, are Steve Calande; Joe Surkont, a Painter; Stephen Perry, UBC representative; and Barstow Martin, a Rigger.



John Miles, a regional administrator of the Occupational Safety and Health Administration, right rear, meets with the USC staff and members of the Electric Boat in-plant organizing committee to discuss their safety concerns. Clockwise around the table from Miles are Dominic Dimeglio, crane operator; Ken Allenby, pipe fitter; Bob Silvia, Plumbers representative; Dave Pizzorno, numerical control operator; Charlie Fiske, numerical control operator; Maurice Orio, Boiler Makers representative; and Steve Perry, UBC representative.

Shipbuilding Crafts at Quonset Point Condemn Safety and Health Violations

The craft unions seeking recognition at the big General Dynamics Electric Boat facility, Quonset Point, R.I., have scored a victory for the workers there.

After months of hard work and intense investigation, the United Shipbuilding Crafts—a coordinated team including the United Brotherhood—has alleged serious safety and health deficiencies at the shipyard and forced action by the federal Occupational Safety and Health Administration and plant management. Securing copies of the company's OSHA 200 logs for the years 1982 through 1986, the craft unions accused General Dynamics of falsifying OSHA records and maintaining a hazardous and unsanitary workplace. As a result, the company now faces fines totaling \$615,000. The federal agency alleges that the company failed to record many injuries among the shipyard

workers, as required by law.

According to the United Shipbuilding Crafts, the company has, as a result of the investigation, "spent more time and money cleaning up their workplace than ever before in the 13-year history of the facility." Non-union and union workers have benefited.

The UBC and other shipbuilding unions have been conducting organizing campaigns at Quonset Point for more than a decade. Campaigns were conducted and elections held in 1978, 1980, and 1982. With more than 3,000 workers eligible for union membership, Electric Boat, which builds nuclear submarines, is considered the largest non-union facility in the industry. The company is reported to use "professional union busters" and to have conducted unfair labor practices in its dealings with employees.

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UBC

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Immigration Law

Continued from Page 30

2. Do not agree to be the employer's agent for completing the Form I-9. The union may become liable for illegal actions by an employer with respect to the new immigration law if you accept responsibility for completing the I-9 form.

Note that the law does not require union hiring halls to do their own document checks and I-9 Forms. It is permissible to make a voluntary written agreement for the contractual hiring hall to do the I-9 Forms, but this should be carefully and fully considered from a legal and practical standpoint before the union enters into any such arrangement. If you choose not to take on this function, you can simply make efforts to remind dispatched employees to bring adequate work documentation with them.

3. Call the General Office Legal Department if you have any questions on the new immigration law.

Fight Illiteracy

Continued from Page 15

disturbed adolescents' reading levels up by one to two years within a three to five-month period. A Flushing, N.Y., elementary school principal said the St. John's tutors produced "dramatic improvement" in reading skills.

The U.S. government now spends about \$106 million a year on literacy programs, which reach only an estimated 4 percent of those who need help. According to the National Advisory Council on Adult Education, some \$5 billion would be required to eradicate illiteracy using these current programs.

For those who automatically reject the thought of a new government program because of the worries over the federal deficit, the Literacy Corps should make them happy. Program costs are estimated at \$20 million for two years to launch the program at hundreds of colleges. After that, the programs are expected to become self-sufficient.

In addition, the Senate Labor Committee estimates that the 60 hours of tutoring per semester provided by an estimated 130,000 undergraduates expected to enroll in courses at an estimated 800 colleges would yield nearly eight million hours of tutoring over a two-year period. With tutoring valued at \$20 an hour, that is \$160 million, or eight times, the investment returned to the government.

Used in conjunction with basic reforms in the nation's educational system and expanded job training efforts, the Literacy Corps may be the best idea to fight illiteracy in a long time.

Workers Win at Razorback

Continued from page 22

The general counsel and the UBC began preparing for a long hearing on the complaint. Twenty-five witnesses for the union were ready to testify. Three weeks before the hearing the NLRB attorney in charge of the case offered the company a chance to settle. Faced with the aggressive determination by UBC organizers to fight for the representation rights Razorback employees needed, the company officials offered to settle. They knew the UBC was not about to give up.

Razorback agreed in mid-July 1987 to recognize and bargain with the UBC. The determination and hard work of union supporters at Razorback and UBC organizers paid off. Now we will begin fighting to improve the working lives of Razorback employees by negotiating for a first union contract.

You Have a Right to Records

You have a right to examine any federal records that can be retrieved by your name or some other identifier, such as a social security number, under the Federal Freedom of Information Act and the Privacy Act of 1974. You have a right to dispute information in the file, and, if a reviewing official refuses to change it, you have a right to submit a statement with your viewpoint. The Federal Fair Credit Reporting Act allows you to check, challenge and comment on files maintained on you by credit bureaus.

Bridgeport Contributors

Continued from Page 10

UBC No. 30 Retirees Club
Guy D. Adams
Donn Berlin
Alice Blinzley
Ronald C. Bean
Ralph Caputo
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CLIC Needs Your Support

The Carpenters Legislative Improvement Committee, the United Brotherhood's hard-working political action group, seeks your support in the months ahead, as it gears up for the coming political year. Every day that the U.S. Congress is in session, CLIC is presenting your case regarding labor and consumer legislation. It also works on your behalf among the federal agencies. CLIC uses your continued support in 1987-88.

These are among the recent contributors to CLIC: Joseph May, Local 1590, Vineland, N.J.; Charles H. Austin, Yucalpa, Calif., retired millwright; Clinton W. Brink, Local 1281, Nikiski, Alaska; Giles Frank Ackerman, Wanaque, N.J., retired carpenter; John Skrabut, Sewickley, Pa., retired carpenter; G.F. Woodsmall, Ellis, Kans., retired carpenter; and Harry McNay, Whittier, Calif., Local 1507.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

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Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.



Englewood, Colo.—Picture No. 1



Englewood, Colo.—Picture No. 2

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Englewood, Colo.—Picture No. 5



Englewood, Colo.—Picture No. 6



Englewood, Colo.—Picture No. 3



Englewood, Colo.—Picture No. 4

ENGLEWOOD, COLO.

Local 1583 recently held a recognition luncheon at the Applewood Inn to present service pins to senior members.

Picture No. 1 shows 25-year pin recipients. Seated are John Montyk, Robert Henderson, Richard Hartley and Jean Buell.

Back row: Hans Stocker, Donald Ranum, Leland Scott, Donald King, Morris Greene, Georges Jean, Robert Hackbarth and Paul Fohs.

Not pictured but receiving pins: Albert Filley, Carl Gott, Jess Green, James Heibel, Otto Priller, Edmund Steinagle, Eugene Motnyk and John Ramirez.

Picture No. 2 shows in the front Marcus Scheuer, Waldo Woodside, George Hude and Gerald Ballenski.

In the back: Christ Schmalz, Mathias Klingler, John Sample, Otto Scheid, George Dietz, Donald Brones and Artie Cluff. Not present were Keith Cushing, Henry Godina, Donald Green, Arnold Kautz, Nathan Kerico, William Wilson, Herman Lindahl, Gerald

Imwalle and Hobert Cobb. These members received pins for 30-years of service.

Picture No. 3 shows 35-year members. In the front are John Warner, Walter Sider, Francis Greco, Gilbert Clemons and Marvin Haerr.

Back row left are Carl Johnson, Clarence Bushwald, Ed Harritt, Adolph Boecher, Ed Henley, Joseph Vuksinich, Salvador Arambula and Mirum Legg. Not pictured were Woodrow Eggers, Harold Finsrud, Virgil Lohoff, George Mitchem, Charles Probst, Walter Rutzen and Frank Taylor.

Picture No. 4 are recipients of 40-year membership pins. In the front: Walter Wilson, Fred Ruble, Delbert Shockey and Ralph Leensvaart.

Pictured from left, back row: Wolfe Popp, Marvin Nitengale, Steward Moore, W.A. Hornrighausen and Forrest Huff.

Receiving 40 year pins but not present were

Hubert Bauer, Anthony Blanch, Robert Chamberlain, Harold Cochran, Robert Crogan, Henry Dierks, Glen Evans, Doyle Green, Carl Ishmael and Perry Sethaler.

Picture No. 5. Four members were present to receive their 45-year service pins. They included Richard Markwood, Earl Celmer, Fred Roesch and Richard Martinez. Those not present were Daniel Conner, Robert Lamping and Cruz Romero.

Picture No. 6 shows members who were awarded 50 and 55-year service pins. Seated are: August Lager and Francis Becker, 50-year members; and Herman Thedan and James Blanch, 55-year members.

Back row: Edward A. Rylands, financial secretary and business representative; Theodore C. Sanford Jr., president, Colorado Centennial District Council; Charles A. Schmucker, president. Not present were Bryan Thompson, 50-year member; and Andrew Ribar, 55-year member.

TACOMA, WASH.

Lumber and Sawmill Workers Local 2633 recently held a special pin presentation for 50-year members. Robert Westbrook made the presentations and General Executive Board Member H. Paul Johnson was on hand to explain some of the special benefits of 50-year membership to the gold card holders.

Picture No. 1—50-year member George Bush.

Picture No. 2 shows 50-year member Kenneth Hunt.

Picture No. 3 shows 50-year member Clayton Kimball.

Picture No. 4—50-year member Fred Larson.

Picture No. 5 shows 50-year member Richard Pittman.

Picture No. 6—50-year member John Talik.

Picture No. 7 shows 50-year member George Walesth.

Not pictured were 50-year members Alfred Anderson, Chester Gordon and George Tibbitts.



Picture No. 1



Picture No. 2



Picture No. 3



Picture No. 4



Picture No. 5



Picture No. 6



Picture No. 7

Tacoma,
Wash.



Mountain View, Calif.—Picture No. 1



Mountain View, Calif.—Picture No. 3



Mountain View, Calif.—Picture No. 2



Hayward, Calif.

MOUNTAIN VIEW, CALIF.

Local 1280 recently held a pin presentation party honoring their members with 25 to 50 years of service. Their auxiliary prepared the luncheon for the presentation.

Picture No. 1, seated are: Skip Landry, executive secretary, Santa Clara Valley District Council; Anthony Ramos, retired executive secretary, California State Council; Larry Bee, president; and Bob Hannah, executive secretary, California State Council.

Standing from left are Jerry Hoopes, warden; Elmer Jackson, trustee; Kenneth Dilling, trustee; Gary Pruitt, recording secretary; Lew Walker, financial secretary/business agent; Tom

Pearl, conductor; Bill Evans, vice president.

Picture No. 2 shows those members receiving 25 and 50-year pins. Seated are 50-year member Richard Dulleck, Henry Stender, Lloyd Stenberg, Floyd London, and 50-year member Gustav Anger.

Standing from left: J.D. Brown, Joe Bulash, Don Bacich, Fred Schwarz (receiving 50-year pin for his father), Ralph Hern, William Chaney, Carl Hecker and Alvin Easterbrooks.

Picture No. 3. Local 1280's Auxiliary, seated are Norma Allen, Dianne Pearl, Sandy Hoopes and Linda Glendenning.

Standing, Darlene Evans, Helen Suito, Toni Walker, Beverly Dilling and Sherry Pruitt.

HAYWARD, CALIF.

Local 1622 recently awarded some of its members with lifetime membership. Pictured are Chris Rong, Mario "Rocky" Saracco and Mathew H. Baldwin. Others who received their lifetime membership cards for 50 years and more of service to the Brotherhood are Bernard Eatherton, Raymond Mithcell, John L. Morgan, Joe Paulson, Elwood B. Peterson and Everett Carpenter.

IN MEMORIAM

The following list of 733 deceased members and spouses represents a total of \$1,344,620.37 death claims paid in June 1987; (s) following name in listing indicates spouse of members

Local Union, City

- 5 St. Louis, MO—Peter Singer.
- 7 Minneapolis, MN—Arthur Von Busch, Frank Vliem, Harold Dahlen, Lage P. Hagstrom, Vivian Lorraine Stitz (s), Wendell Johnson.
- 11 Cleveland, OH—William Ocic Price.
- 12 Syracuse, NY—Floyd E. Layow, Marshall Harris.
- 13 Chicago, IL—Ellen Mary Kearney (s), Margaret Rose Anthony (s).
- 14 San Antonio, TX—Carl D. Hale, Edward Christopher Fell, Elva Lorraine Wang (s), Nonato R. Medina.
- 15 Hackensack, NJ—Beatrice Clark (s), Matthew Talmo, Trygve Beck.
- 17 Bronx, N.Y.—Arvid Lind, Frank Santospirito, John S. Jorgensen, Julius Kossowsky.
- 18 Hamilton, Ont., CAN—Charles Alphonse Decoste.
- 22 San Francisco, CA—Adeline E. White (s), Alan A. Murdoch, Bennett F. Pace, Clifford Lindquist, David Nicholas, Eugene Williams, Geraldine Lagomarsino (s), Mary C. Barrett (s).
- 23 Williamsport, PA—Arthur S. Graybill, Clayton B. Brosius.
- 24 Central, CT—Anthony Rinaldi, Henry Keller, James Hunter, John R. Hughes, Raoul Ouellette.
- 27 Toronto, Ont., CAN—Mervyn C. Coert, Oke W. Blomquist, Rita Vanciel (s), Walter Ireland.
- 28 Missoula, MT—Edward D. Harris.
- 30 Boston, MA—Antonio Regazzini, Cornelius James O'Connell, Domenic Dortona, George H. Pincince, Gertrude Thomas (s), Harold C. Johnston, John M. W. Schramm, Joseph V. Casamassa, Rene J. Courtemanche.
- 34 Oakland, CA—Samuel N. Piezzi.
- 35 San Rafael, CA—Wilfred E. Imeson.
- 36 Oakland, CA—Howard H. Harris, John E. Fisher.
- 40 Boston, MA—Ebonee Hokanson (s), James Curran, Maria L. Moreau (s), Milton J. Himmelman.
- 41 Woburn, MA—Ruth E. Pool (s).
- 42 San Francisco, CA—Edward J. Scanlon, Eva Pearl Mohr (s), Marion Srdoc, Robert G. Moldovan.
- 43 Hartford, CT—George H. Finney.
- 44 Champaign & Urbana IL—Joellen M. Stanik, Muriel Hill (s).
- 47 St. Louis, MO—Charles Harrison Fenton, Leo M. Horton, Opal M. Hodges (s).
- 48 Fitchburg, MA—Kenneth Valiton.
- 49 Lowell, MA—James E. Scanlon.
- 50 Knoxville, TN—Robert B. Dickerson.
- 54 Chicago, IL—Elizabeth Schalk (s).
- 55 Denver, CO—Clarence Hendershot, Henry Dorn, Hilton P. Grady.
- 56 Boston, MA—Maurine C. Crafts (s).
- 58 Chicago, IL—Aslaug K. Amundsen (s), Axel Gunnar Israelson, Carl H. Westlund, Emil K. Henrikson, Lawrence R. Potts Jr.
- 60 Indianapolis, IN—Carl F. Lloyd, Denzil B. Smith, Gus W. Schoenewey.
- 61 Kansas City, MO—Alois J. Maier, Charles Van Collins, Faye L. Pointer (s), Homer Glenn Glasgow, Thomas L. Mallard.
- 63 Bloomington, IL—Clifford E. Peasley.
- 64 Louisville, KY—Carrol G. Pence.
- 66 Olean, N.Y.—Henry Gottschalk, Lambert W. Erickson.
- 73 St. Louis, MO—Otto H. Hoefelmann.
- 74 Chattanooga, TN—Phillip R. Panter.
- 76 Hazelton, PA—Emily Murphy (s), John Makarovich.
- 77 Port Chester, NY—John P. Wetmore, Vincenzo Santoro.
- 80 Chicago, IL—Bennie J. Eppson, David D. Wales, Donald E. Stoller, Ernest T. Lifonti, Myron J. Coe, Oluf Skogen, Otto Dahlquist.
- 85 Rochester, N.Y.—Donald F. Mitchell, Lily Giunta (s), Robert P. Nagel, Roy W. Coyer.
- 87 St. Paul, MN—Carl R. Johnson, George Dreis, Leonard Finwall, Merle Adair Doe (s), Trygve Korsvold.
- 90 Evansville, IN—John Yeida.
- 94 Providence, RI—Adelard Lupien, Arthur Dallaire, Gladys Terranova (s), Joseph Correa, Samuel Freeman Treacy.
- 98 Spokane, WA—Ben E. Newton, Cecil F. McCracken.
- 101 Baltimore, MD—Edward Novarine, Jefferson A. Klein, John O. Butts, Kenneth W. Snyder.
- 102 Oakland, CA—Albert R. Grissom, Odie C. Lewallen.
- 105 Cleveland, OH—Frank W. Desico, Peter F. Buccilli.
- 106 Des Moines, IA—Niels Jensen.
- 107 Worcester, MA—Adam Raymond Darit, Frank P. Brasikis.
- 108 Springfield, MA—Philidor J. Lemay.
- 110 St. Joseph, MO—Casimir A. Tucker, Cleo R. Williams, Hans N. Yunker, Norma L. Compton (s).
- 111 Lawrence, MA—Virginia M. Moon (s).
- 113 Middletown, OH—J. M. Parker, L. Brack Amyx.
- 114 East Detroit, MI—Adolph Lada, Avery T. Adams, Edwin Hellstrom, Mary Alice Yelencich (s), Peter Monchak.
- 115 Miami, FL—Dorothy P. Pantier (s), J. L. Ivey.
- 116 Detroit, MI—Agnes Dorothy Burin (s), Anton Hagel, Bernard J. Andrews, Claud C. Fink, Daniel Kulakowski, Robert A. Olsson, Winston A. Stevenson.
- 120 Utica, NY—Cecil B. Grinnell, William B. Naciewicz.
- 121 Vineland, NJ—Beatrice L. Johnson (s), Lillian Y. Langley (s).

Local Union, City

- 123 Broward County, FL—Edward Sparks.
- 124 Passaic, NJ—Renato Belli.
- 125 Miami, FL—Ernest Z. Eubanks, James L. Ferguson, Peter Lucarelli.
- 127 Birmingham, AL—Garnzie Norris, Margie Dell Higgins Blackwell (s), Willie B. Vernon.
- 128 St. Albans, WV—Dillard B. Jividen.
- 130 Palm Beach, FL—Carl E. Eunice, John C. Munsey, Vincent Reynolds.
- 131 Seattle, WA—Andrew Bohlin, Anton J. Losse, Grace M. Easton (s), James O. Bell, John David Festa Sr., Leonard B. Tweten, Loren H. Fitch, Rocko Bass Fordham.
- 132 Washington, DC—Frances Love (s), Joseph N. Grooms.
- 133 Terre Haute, IN—Dorothy E. Herrington (s), Ernest K. Demoung.
- 135 New York, NY—Peter Segatti.
- 140 Tampa, FL—John T. Almon, Sr.
- 142 Pittsburgh, PA—George F. Smith.
- 165 Pittsburg, PA—Frank Deluca, Guido F. Clemente.
- 168 Kansas City, KS—Charles M. Thorla.
- 171 Youngstown, OH—Clayton J. Scheetz, Michael Bosela.
- 180 Yallejo, CA—Ellington Owensby.
- 181 Chicago, IL—Alex F. Figura, Ove Westerberg.
- 182 Cleveland, OH—Joseph M. Pavlick, Michael Karpincez, Michael Lutz.
- 183 Peoria, IL—Aaron F. Rowell, E. John Richardson.
- 184 Salt Lake City, UT—Gwen B. Long (s), Joseph W. Bordelon Sr., Remund L. Anderson.
- 185 St. Louis, MO—Margaret R. Calkins (s).
- 188 Yonkers, NY—Kuno Hanson.
- 191 York, PA—Evelyn Frey (s), Nancy A. Moore (s).
- 199 Chicago, IL—John R. Hedlund, Winfield Bradley Dodge.
- 200 Columbus, OH—Orville Fletcher.
- 201 Wichita, KS—Alma Trotter (s), Carl C. Stramel, Charley A. Morgan, Darrell D. Rhoades, John B. Wilkerson, John Wesley Trotter.
- 210 Stamford, CT—Harry Masilotti.
- 211 Pittsburgh, PA—Louis A. Schmitz, Valentine J. Kantz, William A. Rozum.
- 225 Atlanta, GA—Albert H. Tallent, Hazel Ida Merritt (s), Robert Charlie Bettis, Winnie Grace Willard (s).
- 230 Pittsburgh, PA—Anthony V. Brusca, Robert E. Komula.
- 232 Fort Wayne, IN—Lawrence K. Bauer.
- 235 Riverside, CA—Sterling Fischer.
- 246 New York, NY—Carl Pfeiffer.
- 247 Portland, OR—Archie Atwood, Sylvester Vetsch.
- 248 Toledo, OH—Leonard K. Ruse.
- 250 Waukegan, IL—Helen O. Zahle (s).
- 254 Cleveland, OH—John Hamilton.
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- 257 New York, NY—Amelio Frañch, Paul Endrizzi.
- 262 San Jose, CA—Mathias Boesinger.
- 264 Milwaukee, WI—Bennie J. Schiefert.
- 269 Danville, IL—Edna P. Kilby (s).
- 275 Newton, MA—Edward G. Vachon, John D. MacLeod, William Dyson Proctor.
- 283 Augusta, GA—Carey L. Walker, Clarence W. Axton.
- 287 Harrisburg, PA—G. William Gerber, Paul T. Blevins.
- 295 Collinsville, IL—Hulen Black, Willis L. Jackson.
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- 297 Kalamazoo, MI—Duane H. Eckler.
- 313 Pullman, WA—Edwin Olson, Laverne Hendrix.
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- 343 Winnipeg, Mani. CAN—Matti Ilmari Tofferi, Samuel Crawford McWilliam, William Welsh.
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- 348 New York, NY—Mario Maceroni, Peter Shaynak.
- 350 New Rochelle, NY—John Gibson.
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- 370 Albany, NY—Beulah Elaine Hojohn (s), Paul E. Harris Sr.
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- 374 Buffalo, NY—Fred Fredericksen, Joseph C. Birke.
- 388 Richmond, VA—Emil Zuskin, Quinton R. Wilds.
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- 404 Lake Co., OH—Joseph J. Hanusosky.
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 1792 Sedalia, MO—Clifford Eck.
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 1797 Renton, WA—Clarence Carlyle Freier, Per Olof Peterson.
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 1815 Santa Ana, CA—Arthur Henry Niehaus, Edith Aileen Netzke (s).
 1846 New Orleans, LA—Arthur O. Coleman, John W. Fatzer, Ruby C. Pettifits (s).
 1849 Pasco, WA—Alphonse Alverise Hamel, Granville Weisz, Mark William Hanebut, Mattie B. Seybold (s), Orval L. Flanagan, Paul F. Betker.
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 1865 Minneapolis, MN—Charles J. Cook.
 1884 Lubbock, TX—David C. Cannon.
 1897 Lafayette, LA—George Duplechain Jr., Percy Lan-dry.
 1921 Hempstead, NY—Francis W. Eckhardt.
 1962 Las Cruces, NM—Graciano S. Rios.
 1976 Los Angeles, CA—Hollis Davis.
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 2008 Ponca City, OK—Walter Summers.
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 2564 Grand Fall, NB CAN—Bruce Weir.
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 9009 Washington, DC—Charles E. Shoemaker.
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We Congratulate

Continued from Page 25

when Kupau discovered that there are students who want to participate in the program but don't have the initiation fee. The goals the local set after a presentation made by Kupau to the executive committee include raising necessary funds to enable each scout to attend the year-end camp—an "Adopt a Scout" project. Each local member will be asked to sponsor students who want to join the program but are unable to do so because of financial problems.

Joe Charles, BSA program director, indicated that this is the first time an organization has offered to put its name on the line to help this project.

DAD's Day

Continued from Page 19

Blueprint for Cure contributions during the past month include:

58, Chicago, Ill.
 80, Chicago, Ill.
 90, Evansville, Ind.
 125, Miami, Fla.
 187, Geneva, N.Y.
 272, Chicago Heights, Ohio
 287, Harrisburg, Pa.
 354, Gilroy, Calif.
 453, Auburn, N.Y.
 558, Elmhurst, Ill.
 603, Ithaca, N.Y.
 1026, Miami, Fla.
 1296, San Diego, Calif.
 1338, Charlottetown, P.E.I.
 1889, Downers Grove, Ill.
 Finger Lakes District Council
 St. Louis District Council
 Kansas City District Council
 Robert P. Argentine
 Robert L. Konyha
 Edmont J. Thimme, Jr.
 William A. Yantis
 In memory of Pearl M. Hanger from Jeffrey & Anne Bumgarner
 In memory of Anne Sefcik from Stephen Sefcik

Electric-Heat Beds

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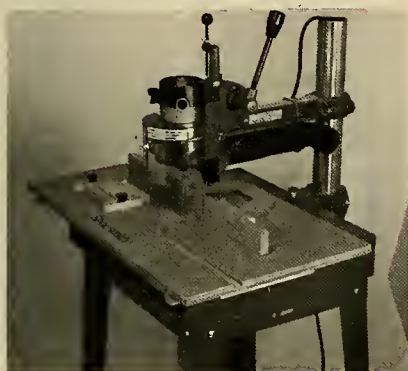
figures. The flow of electricity through wires and power lines creates externally low frequency (ELF) magnetic fields. It is the ELF fields that seem to be the factor in the high miscarriage rates.

No studies have been done to find out if ELF fields cause birth defects in humans, but the studies with pregnant animals show a clear correlation between exposure to ELF fields and incidence of birth defects.

WHAT'S NEW?



NEW ROUTER ARM



Shopsmith Inc., announces a new router arm complete with stand. This router arm provides a great number of important functions for woodworkers.

The Shopsmith Router Arm consists of a slotted table, column, guard and arm with a chip collection chute mounted on a sturdy stand. Standard accessories included with the basic unit are a fence, guide pins, starter pin, and owner's manual.

The operator of the new router arm can make more accurate cuts, because, without chips in the way, the wood can be seen clearly.

The Shopsmith Router Arm table is made of 3/4" plywood, which allows various fixtures to be fastened to it, depending on the functions to be performed. The work surface has one slot in it. It is used with the miter gauge for end grain routing. It can also hold a

featherboard which aids in straight-line fence routing. The table has a pin block with interchangeable guide pins which simplifies making duplicate parts, and a starter pin to provide more accurate results.

The Router Arm does not include a router motor, since a large number of woodworkers already own one. However, Shopsmith does offer a 1 1/2 hp motor which works well with the unit.

Shopsmith also offers an assortment of other quality accessories to make using its Router Arm easier. A video prepared by Shopsmith is designed to help the user get the most out of their Router Arm safely and efficiently. Step-by-step instructions show how to make seven projects, as well as fixtures.

For more information, contact Richard Tavener, Shopsmith Public Relations at 513/436-3392 or write Shopsmith, 3931 Image Dr., Dayton, OH 45414.

FIELD POCKET GUIDE

A new pocket-size field guide is now available for framing crews and foremen using U.S. Gypsum Company's USG® two-inch Solid Area Separation Wall System in multi-housing developments.

The easy-to-read guide, "How to Install the U.S. Gypsum Area Separation Wall," uses photographs and step-by-step instructions to help construction crews install the walls quickly and easily.

Designed for ease of installation, the system provides a proven area separation fire wall that minimizes weight and thickness while providing effective sound rating up to 57 STC. Because no mortar is involved, the system can be installed in inclement weather.

The USG Area Separation Wall System consists of two one-inch USG® Gypsum Liner Panels installed side by side, USG® Steel H-Studs and C-Runners and THERMAFIBER® Sound Attenuation Fire Blankets. Designed to meet two-hour fire codes, the walls can be upgraded to provide a three-hour rating.

For copies of "How to Install the USG Area Separation Wall" (CS 184), contact United States Gypsum Company, Department 122-ZZ, 101 S. Wacker, Chicago, Illinois 60606. United States Gypsum Company is a wholly-owned subsidiary of USG Corporation.



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Singing the Blue Collar Blues on Labor Day

Must once productive U.S. and Canadian workers face further extinctions?

Ever since Peter McGuire and his fellow trade unionists led the first Labor Day parade down the avenues of Manhattan more than a century ago, it has become traditional for the leaders of organized labor to issue Labor Day messages or make Labor Day speeches describing to their fellow workers where "the masses" come from and where they expect to be going.

The news magazine, *U.S. News & World Report*, five years ago, described the exercise as "singing the blue collar blues on Labor Day." The publication told its readers that, at that time, "a million American jobs will never come back . . . mechanics, welders, assemblers, painters—workers in droves are singing the blue collar blues . . . as if their lives are uprooted. It's a symptom of massive change under way across the economy."

That was five years ago, the situation hasn't changed. It has gotten worse.

I hate to sound dismal. Some of us are living well in spite of the uncertainties of the world economy, but as we march down the streets of North America's cities and hold our holiday picnics September 7, we must go back to our original plans and specifications. I must tell you that I am concerned this Labor Day about many problems facing blue collar and white collar workers alike.

The Commission on the Bicentennial of the United States Constitution is asking all U.S. citizens to take a half hour off on September 16 to renew their pledge to the Constitution and the nation for which it stands. American members of the UBC, their spouses and their families will be proud to share the moment in

history, but they should also pledge on that occasion to return to the roots of American democracy, which made us great, and find answers to the problems before us.

I believe that in many ways we have become soft, too soft for our own good.

Do we really need all those imported electronic gadgets from the Far East which fill the opening pages of all the discount catalogs we get in the mail?

Do we really need a wallet full, or a pocketbook full, of credit cards telling us to forget the cash and take the credit instead? Yes, I know; the Brotherhood has recommended to its U.S. members a UBC-sponsored VISA card which has a low interest rate and helps the cause of the Blueprint for Cure . . . but do you need so many others?

Time and again, I'm told in the public press that Japan and Germany are now building better automobiles . . . and many mechanics and consumers seem to agree . . . but must we give up on the men and women in this country who once produced a line of fine automobiles for the world, just a few years ago?

Do we really concern ourselves about totalitarianism in the world? Nuclear war? Are we prepared to let religious fanatics cause stalemates in the world's commerce as we are doing in the Middle East? Or do we support the admonition of Teddy Roosevelt on Labor Day, 86 years ago, to "speak softly and carry a big stick?" Labor has always supported a strong national defense program, but it has never supported national defense waste and mismanagement, nor bucket brigades of covert armies all over the world which seem to accomplish nothing and cause nations to lose respect for our image as "the arsenal of democracy."

Do we have men and women in the U.S. and Canadian labor movement willing to attend union meetings, walk picketlines and petition legislators on behalf of labor's causes? Does every North American trade unionist buy American and Canadian and buy union, when he or she has a choice to do so in the marketplace?

A Harvard University economist told a group of AFL-CIO leaders in 1984 that "the public image of unions is at an historic low," because today's unions are more concerned

with what he called "the monopoly face of unionism that with its voice face" as the advocate of the individual worker. I assume that what he was trying to say was that unions in the past half century have tended to organize the big, mass industries and neglected small groups of oppressed workers because the big plants and the big construction sites are easier to organize. There may be a kernel of truth in that. We have lost some of our evangelical zeal of enlisting workers "one on one," as in the old days.

When the Wagner Act was passed by Congress and signed by the president during the 1930s, it was like letting union organizers out of the starting gate, freeing them for the first time by government action to organize entire industries. That was a time when our own General President Bill Hutcheson came to blows with Mine Workers President John L. Lewis over the question of "horizontal" (craft) organizing or "vertical" (industrial) organizing. The Brotherhood was fighting to protect its own.

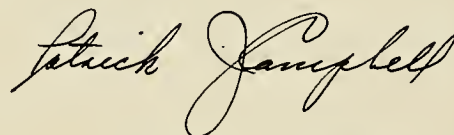
It was not long after the Wagner Act was passed that we became embroiled in World War II, whether we liked it or not, and things had to be accomplished on a big, industrial scale and not on a craft scale.

The crafts we represent in the UBC have never been exactly the same. Carpenters in residential construction drifted into higher-paying commercial construction, and they have never returned in the strength necessary to build superior housing in North America. Davis-Bacon and Walsh-Healey Laws freed local business agents from some of their confrontations with construction contractors on federal jobs . . . and it is right that they should do this . . . but they have caused some Building Trades leaders to take the easy way out and seek Davis-Bacon jobs, leaving non-union jobs around them almost untouched. How many times have you heard some union contractor say, "Why don't you go down the road and organize So-and So? He's been underbidding me and getting away with it for years?"

Let's not underestimate where unions and union employers stand today. The big money, non-union interests have the upper hand in too many areas of the U.S. and Canadian economies today. As Building Trades Presi-

dent Bob Georgine stated in his recent Labor Day message, the tactics and trademarks of business are all around us: insider stock trading, phony bankruptcies, incredibly high executive bonuses while employees accept wage reductions, ruthless discharges of experienced, veteran workers, plant closings and transfers, leveraged buyouts with their attendant golden parachutes, multi-million dollar retirement bonuses and options as settlements for chief executive officers judged by their corporations no longer to be up to the task, and, with it all, movement of more and more industrial jobs overseas.

It may look like good times for workers and their families in TV's situation comedies and at the White House in Washington, but under all the imagery there are unresolved problems. We must get back to the basics of why we are trade unionists. We're carrying the world on our shoulders, and it's time we shifted the load a bit.



PATRICK J. CAMPBELL
General President



2 musts for you during September

in the movies

on public television

MATEWAN

There's been nothing like it since "Norma Rae." The new John Sayles film, "Matewan," is the compelling story of coal miners organizing against oppressive mine owners in 1920s West Virginia. Filmed in the valleys of Appalachia, this movie will make you proud to call yourself a union member. It's based on a true incident in American history and tells of a strike involving hardpressed miners, company goons, imported scab labor—blacks from the South and imported Italian immigrants fresh off the boat.

"Matewan" opened in New York City on August 28. It then opens in mid-September in five cities—Boston, Chicago, Los Angeles, San Francisco and Washington, D.C. Check your local listings. Don't miss it!

Chris Cooper as Joe Kenehan, union organizer, watches miners drive imported scabs back into boxcars as he arrives in Matewan.



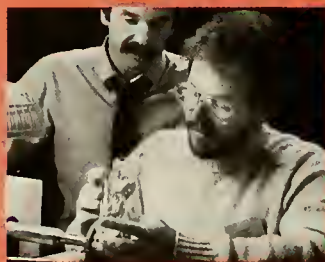
James Earl Jones, nicknamed "Few Clothes," is the last to make it aboard as the train moves off toward the strife-torn mining town.



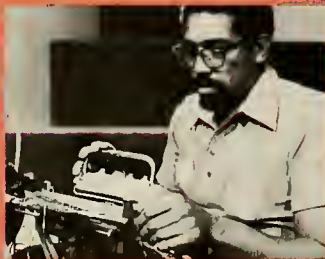
A GOOD JOB

More than 120 public television stations will air this special on Labor Day. "A Good Job" is an America Works special produced by the Labor Institute of Public Affairs in cooperation with the Smithsonian Institution's National Museum of American History.

What's a good job? That's the question Daniel Zwerdling of National Public Radio asks a cross-section of Americans in this video production. Accompanied by the soft jazz sound of the Keter Betts Trio, Zwerdling wanders through the museum talking to union members demonstrating their job skills. Call your local public television station for broadcast time and date in your community.



A union glass worker for Lenox Crystal gives excellence high priority, dispelling the notion that union members don't care about quality.



A Communications Worker focuses on customer service as he explains how his fellow union members adapt to the new technology.

October 1987

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



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In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER

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VOLUME 107

No. 10

OCTOBER 1987

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The brilliant autumn leaves of North America are unmatched anywhere else in the world, we are told by the National Geographic Society. The fall equinox brings a riot of color to the Eastern Seaboard and the mountains of the West—brilliant yellows and golds to the aspens of the Rockies and bright reds to maples, hawthorns, dogwoods and black gums of the Appalachians and the Alleghenys.

The leaves are just beginning to turn in the picture on our October cover. They add nature's autumn frame to an old grist mill in McConnells Mill State Park near Butler, Pa. As water spills from the mill race, park visitors enjoy the lazy days of Indian summer.

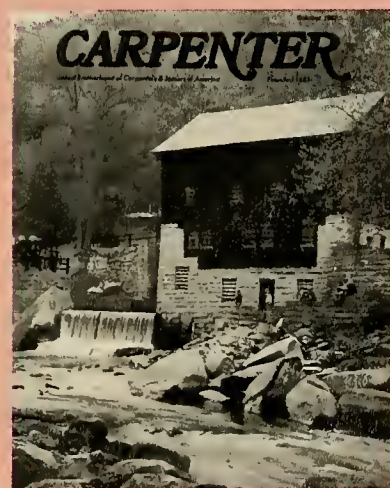
The restored grist mill doesn't grind grain as it did a century ago, but the big belts there could turn the shafts and stones and turn out the meal and flour, just as they did when early millwrights carved out the wooden cogs which made it all go.

Many states and local communities have preserved old mills as mementos of the early days in America, when farmers often had to travel long distances to have their grain ground into flour or meal and millers had thriving enterprises beside rushing streams in the wilderness.

Many early North American millwrights became millers themselves, damming a stream, building the mill with the help of neighbors and installing the machinery, carving the big and heavy millstones from local granite, quartzite or sandstone, becoming some of America's first industrialists.

Fall weather in the eastern forests, with its clear, bright days and cool, crisp nights, draws many North Americans to the outdoors for visits to such old mill's as this.—*Photograph by James Blank.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





George Meany Archives Dedicated



At the top, the three-story George Meany Memorial Archives, with its modern architectural lines. At left above, Mac Mathias, retired U.S. senator from Maryland and a long-time labor friend, addresses the group at the dedication. Right, above, AFL-CIO President Lane Kirkland and the sculptor, Robert Berks, unveil a statue to Meany. Below, a large reproduction of a famous picture of the AFL and CIO merger in 1956, photographed by Frank Alexander, standing at right in the exhibition area of the new building.

Research facility at Labor Studies Center to preserve story of North American labor

The George Meany Memorial Archives in Silver Spring, Md., just outside Washington, D.C., was officially opened in August in dedication ceremonies attended by labor and civic leaders and by co-workers, friends and family of the AFL-CIO's first president, for whom the facility is named.

The new and permanent home for the records of North American labor is a three-story, 33,000-square foot building on the campus of the George Meany Center for Labor Studies, which was dedicated 13 years ago and is also named after the Federation's first president. The new archives building includes a public exhibition area graced with a sculpture of the building's namesake. It has temperature-controlled storage areas for historical documents and tens of thousands of film negatives and tapes. It also contains study areas for serious research and classrooms for seminars.

Meany, who left school in his teens to learn the plumber's trade, had a lifelong commitment to education, AFL-CIO President Lane Kirkland stressed in his dedication address.

"It was his belief that all our citizens should have access to all the learning they can possibly absorb, at every stage of their lives, from childhood to old age," Kirkland said. "That is a belief

we share and have done our best to realize."

Citing the struggles and victories since the federation's beginning in 1881, Kirkland said, "Scholars can learn here that, despite anti-union employers, despite technological change and despite economic upheaval, all of which have at times contributed to the ebb and flow of union membership, that we will stand together as long as the blood is in us."

Regina Meany Mayer, Meany's daughter, said the archives is a "living memorial that will continue to grow year after year." She praised the time, energy and love put into the memorial for the man "who worked all his life for the labor movement."

With AFL-CIO Executive Council members looking on, Kirkland unveiled the bronze statue of Meany located in the archives' lobby. The seven-foot high sculpture captures the essence of Meany with a portrait of his face and hands, one hand gesturing and the other holding the famous cigar.

The Meany sculpture was commissioned in 1985 from Robert Berks, who is best known for his bust of President John F. Kennedy in the Kennedy Center for the Performing Arts and his 22-foot monument of Albert Einstein overlooking Constitution Avenue at the Na-



tional Academy of Science's headquarters in Washington.

The exhibit dedicated to Meany's life and work traces his labor career from member and business agent of Plumbers Local 463 in the Bronx, president of the New York State Federation of Labor from 1934 to 1939, his forging of the merged federation with CIO leader Walter Reuther and his AFL-CIO leadership from the merger convention in 1955 to his retirement in 1979.

Mixed in with *AFL Reporter* and *AFL-CIO News* front pages documenting the issues of the times and photos of Meany with presidents—from Dwight Eisenhower through Jimmy Carter—are intimate glimpses of Meany with his family. Videotaped interviews offer

a personal visit with the labor leader.

Also on display are Meany's plumber's template, drafting tools and work boots, which had been stored away by his wife, Eugenia, for "good luck." Four generations of the Meany family—sisters, daughters, grandchildren and great-grandchildren—attended the dedication ceremony held the day after what would have been Meany's 93rd birthday.

Besides the Meany collection, which was organized by a staff headed by Chief Archivist Katharine Vogel, core collections processed under a grant from the National Endowment for the Humanities include records for AFL President William Green (1924–1952); Secretary-Treasurers Frank Morrison (1911–

1924) and William F. Schnitzler (1952–1969); and the Department of Legislation.

The 23,000 cubic feet of storage space—designed to protect materials with double-thick and specially insulated masonry walls and equipment to control temperature and humidity—also houses a collection of more than 50,000 photographs, including a collection of negatives by Frank Alexander covering labor activities from the late 1940s through the 1970s. Also stored are more than 4,000 audiotapes, the bulk of which is the AFL-CIO Labor Movement Oral History Project.

Other collections include the Samuel Gompers Papers, edited by the archives' new director, Stuart B. Kauf-

Continued on Page 38

The George Meany Memorial Archives was completely union built by members of the United Brotherhood's District of Columbia Council and other Building Tradesmen. Kirby Construction was general contractor. Local 1145's shop steward Donald Perham is at left center below.



All New Coors Construction To Be By Union Contractors or Union Project Agreements

10-Year Coors Beer Boycott Ends in Victory for Labor

Labor's 10-year-old consumer boycott of Coors beer has reached a successful conclusion in a landmark agreement providing for an expedited union representation election and union construction of a second Coors brewery.

AFL-CIO President Lane Kirkland announced the agreement between the federation and the Adolph Coors Co. at a news conference at AFL-CIO headquarters August 19. Kirkland said the agreement had been ratified unanimously by the AFL-CIO Executive Council at its recent meeting.

Kirkland said the agreement was the product of the "resounding success" of the boycott against the nation's fifth largest brewer, which had long been known for its tough anti-union stance. He said negotiations to end the dispute began in 1985 between AFL-CIO and Coors officials.

"The effective efforts of thousands of boycott volunteers, the passage of events and the more positive approach taken by the current Coors management have combined to make this settlement possible," Kirkland told reporters.

Kirkland said union representatives will soon begin organizing efforts at Coors' brewery in Golden, Colo. He pledged that labor will bring "the same steadfast determination" to the organizing activities as it did to the boycott.

Three AFL-CIO affiliates have indicated an interest in representing the plants's 1,500 workers. Kirkland said the federation will use existing machinery to help the unions agree on which one should be given "a clear shot" at the organizing effort.

The company agreed to an expedited procedure under which a representation election will be triggered by an impartial observer's card check certification that 30% of the employees want a union.

The procedure, said Kirkland, "goes well beyond the bare, and often ineffective, requirements of the National Labor Relations Act," and is even "superior to what we sought in labor law reform" in the late 1970s, when a labor law reform bill was narrowly defeated in Congress.

"We are confident that Coors' em-

ployees, given a free, fair, unfettered opportunity to choose a collective bargaining representative, will exercise their good judgment and elect to be represented by an AFL-CIO union," Kirkland said.

The agreement also provides that any new Coors' brewery construction will be undertaken either by union contrac-

tors or by a negotiated project labor agreement with the building trades. The agreement will have an immediate impact on a Coors' brewery now under-way in Elkton, Va. When that brewery becomes operational, Kirkland said, Coors has pledged that it will not interfere in organizing activities.

The dispute goes back to April 5, 1977, when some 1,500 members of Directly Affiliated Local Union 366 at the Golden brewery walked off the job after Coors refused to negotiate a new contract and unilaterally implemented contract terms that the workers had overwhelmingly rejected. Part of the dispute involved the company's desire to subject its employees to polygraph tests.

A week later, the AFL-CIO council approved a nationwide boycott of Coors beer. In December 1978, strikebreakers voted 2-1 to decertify Local 366 in an election in which the NLRB banned strikers from participating.

As a result of the boycott, Coors lost its number one status in its established markets. In Colorado, where Coors enjoyed 47% of the beer market in 1977, its share dropped to less than 22% by 1984, the AFL-CIO reported. In California, where Coors had 44% of the market in 1977, its share fell to 14% by 1984.

The company had experienced difficulty in its recent efforts to expand its sales in the East and Midwest. It recently began marketing its beer nationwide.

Early this year, representatives from 30 colleges and universities mapped out a massive effort to further implement the boycott. The campaign was asserted by Frontlash, the AFL-CIO youth organization.

Peter Coors, company president, said in a statement that with the dispute resolved, "we can focus out attention toward competing, based on the high quality of our products." He said the agreement "reaffirms our commitment to employee freedom of choice." Peter Coors assumed the day-to-day brewery operations from his father, Joseph Coors, in 1985.

Music and arts exchanges for labor in the offing

Five songfests, sing-ins and/or arts exchanges are scheduled for the months ahead, according to Laurel Blaydes, executive director of the Labor Heritage Foundation.

These are get-togethers of labor song writers and musicians, primarily, but they also cover a wide range of theater arts. The public, particularly union members, are invited. The coming events are as follows:

- The Second Great Midwest Labor Song Exchange, October 23-25, Detroit, Mich.; cosponsored by the Labor Heritage Foundation and various Midwest labor organizations.

- The Southeastern Conference on Southern Labor Culture will be held in early November in Nashville, Tenn.; sponsored by Tennessee State University's Center for Labor Management Relations and the Southern Folk Cultural Revival Project.

- Western Workers Heritage Festival, January 15-17, 1988, Cupertino, Calif., near San Jose.

- Northwest Labor Music and Arts Exchange, April 29-May 1, 1988, Goldbar, Wash.; sponsored by the Pacific Northwest Labor History Association.

- The Great Midwest Labor Jam, Spring, 1988, Fort Madison, Iowa.

For more information write: Labor Heritage Foundation, 815 16th Street, N.W., Room 301, Washington, D.C. 20006.

Washington Report



NURSING HOME BILLS

It looked for a moment as if U.S. News & World Report was performing a public service by running a special report on Nursing Homes in its July 20 edition.

It was all interesting and informative until it got to the part about paying the bills. The article asked, "How expensive are nursing homes?" Answer: "The average cost of a year in a nursing home is \$22,000." Then the article beat around the bush, referring to home equity loans, long-term insurance, and even the dubious idea of transferring assets to a spouse or children since no one knows who is going to be hit by a catastrophe.

"There's only one sure way: Earn and save lots of money before you retire," advises the article, incredibly.

There's a better, more efficient, more sensible way. The U.S. remains the only advanced industrial nation without a national health insurance system. But the chaotic, costly, wasteful U.S. approach seems to be collapsing. Congress is already moving towards universal, rational solutions in expanding Medicare. Rep. Claude Pepper (D-Fla.), for one, believes the American people are ready now for his "Long-Term Home Care" bill so they can get assistance in dignity at home. That's a surer way, U.S. News, because it would keep people out of nursing homes.

TO CAP MEDICARE COSTS

Rejecting threats by the Reagan Administration of a presidential veto, the House of Representatives, by a vote of 302 to 127, on July 22 approved a bill to protect older and disabled persons from "catastrophic" health care bills.

The bill marks the first time since Medicare was enacted that the government has set ceilings on out-of-pocket costs that beneficiaries will have to spend for Medicare-covered services.

It also marks the first time that a major new benefit—prescription drugs—has been added to the program. The National Council of Senior Citizens led the fight for the provision on drugs and made

inclusion of such a provision a key element in support of the legislation.

Sponsored by Rep. Fortney H. (Pete) Stark (D-Cal.) and Willis D. Gradison (R-Ohio), the bill focuses mainly on hospital and doctor bills. Health costs not now covered by Medicare—including long-term care services—are not included in the bill.

Hospital patients receive the broadest protection under the new measure: after a patient pays the initial deductible (\$544 in 1988), Medicare pays all remaining hospital costs for any given year, with no additional deductibles, as at present.

In addition, out-of-pocket costs for medical services covered by Medicare (Part B) are capped at \$1,043 per year. Any bills for such services over that amount will be paid by the program.

PLANT CLOSING STUDY

Senators are now considering a bill that would force employers to give workers advance notice of a plant shut down or layoffs. A new study by the prestigious National Academy of Sciences should make their decision even easier.

According to the study, employees given adequate advance notice of pending layoffs or closings are out of work for 25 percent less time than those who are not. This in turn reduces the public tax dollars needed to support workers while they seek employment.

The 20-member panel producing the study also said that labor saving devices such as robots and computers result in higher wages and less unemployment provided they are phased in gradually.

Now is the time for the U.S. Senate to put itself on record in favor of advance notice of plant closings and layoffs for employees.

LARGEST TRENCHING FINE

The U.S. Department of Labor has cited ABC Utilities Services, Inc., of Fort Worth, Tex., for alleged trenching violations and proposed penalties totalling \$231,400—the largest amount ever proposed against a construction firm.

The Occupational Safety and Health Administration began its inspection of the company following the March 23, 1987 death of an ABC worker when an unshored trench collapsed at a construction site in Azle, Texas.

OSHA cited ABC Utilities for 23 alleged instances of willful violations at the maximum penalty of \$10,000 each, three alleged serious violations for a total of \$1,400, and one alleged other than serious violation with no dollar penalty.

MANY DARK HORSES

The temptation to run for president is running at a fever pitch. The Federal Election Commission reports around 130 persons have filed to run for president in 1988. One candidate, Punch Burger of Chapel Hill, N.C., calls his campaign committee "Society for the Prevention of Cruelty to Voters."

INCOME INEQUALITY



Seaman, AFL-CIO News

Are There Storm Signals for America's Economy?

It seemed like good news for a change. The *New York Times* headline summed it up: "Poverty Rate Dips as the Median Family Income Rises." The White House saw a good thing and issued a statement in the President's name, bragging that "sustained, noninflationary growth is the government's single best tool for fighting poverty. . . ."

But was that the real story?

The Census Bureau did report a slight decline in the rate of poverty, to 13.6% in 1986 from 14.0% in 1985. The number of people below the poverty line totaled 32.4 million in 1986 compared with 33.1 million in 1985.

It was the third straight decline and President Reagan took credit for it, though he failed to mention that the deep recession of 1982 drove the poverty rate up to a peak of 15.2% and 35.3 million poor in 1983. One Democratic critic pointed out that the poverty rates were lower during the 1970s.

While even small gains are welcome, the latest poverty report contains ominous warnings about growing income inequality, along with its economic and political implications.

The non-profit Center on Budget and Policy Priorities saw more to worry than cheer about in the poverty report.

"Poverty rates drop during economic recoveries and rise during recessions," observed Center Director Robert Greenstein. "What is disturbing here is that poverty has remained so high four years into an economic recovery. When the next recession comes, we are likely to enter it with a poverty rate that is

already high and will climb much higher."

What's more, the Center said, the latest data show that the gap between the rich and poor—and also between the rich and the middle class—reached its widest point than at any time since the Census Bureau began collecting such data in 1947.

The Census data show that in 1986, the wealthiest 20% of American families received 43.7% of the national family income, the highest percentage ever recorded. At the same time, the Center said, the poorest 40% of families earned 15.4% of national family income, the lowest level ever.

The 20% of American families right in the middle received 16.8%, their lowest share since 1947.

The Center pointed out that the families who were poor fell deeper into poverty. It said the new data show that poor families had income which fell an average of \$4,394 below the poverty line in 1986. Poor families are now further below the poverty line than at any other time since 1963, with the exception of the deep recession years of 1982-83. The official poverty line for a family of four was \$11,203 in 1986.

The Center said another trend highlighted by the new data is the increase in the proportion of poor who work. It said some 41.5% of all poor people aged 15 and over worked last year, equal to the highest percentage since 1968. Overall, 8.9 million people worked but fell into poverty, compared to 6.6 million ten years earlier. Some two million

worked full-time year-round, but remained poor, an increase of about 50% from the 1.35 million level a decade ago.

The large increases in the working poor stem from such factors as the general wage stagnation in the economy and budget cuts which fell disproportionately on low-income working families, the Center said. It noted that median weekly wages for full-time workers were lower in 1986 than in any year in the 1970s. In addition, a three-person family with a full-time minimum wage worker fell \$1,769 below the poverty line. In contrast, full-time minimum wage earnings were sufficient during most of the 1960s and 1970s to lift a family of three to the poverty line.

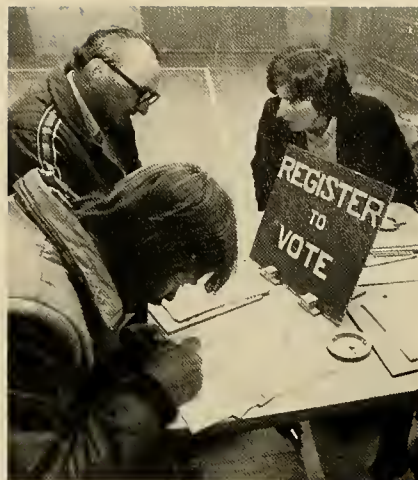
The Census Bureau official who released the latest report confirmed to reporters that "there has been an increase in income inequality in the United States during the last decade and a half." He cited an increase in female-headed households, where there tend to be lower incomes, and a rise in two-income couples with higher incomes, among other things.

The problems of poverty and growing income inequality should challenge the nation's leaders and would-be leaders. Modest steps are at hand. A decent minimum wage would help the working poor. Full health care coverage would aid many more. Family-strengthening proposals are winning support. And unions are gaining among low-wage workers. No one should doubt this is a struggle for the long haul.

THIS MONTH'S

QUESTION FOR THE CANDIDATES

The AFL-CIO invited 13 declared and potential candidates for the Democratic and Republican Party nominations for president in the 1988 election to provide written answers to four critical questions. Their responses to one of the questions appears below and on the following pages. Answers to other questions appeared in past issues of *Carpenter*. This is the final question.



The United Brotherhood and other trade unions are currently urging their members to register to vote in 1988.

THE POLITICAL PROCESS

Unions, like many other membership organizations, have historically played an active role in the political process by assisting their members in registering, by communicating with their members on the issues and by endorsing candidates whose positions further the best interests of their membership. What are your views of organized labor's proper role in the political process?



Answers from REPUBLICANS



George Bush

Vice President of the United States, 1981—; U.S. Representative, 1967–71; Ambassador to China, 1974–75; Director of Central Intelligence, 1975–77.

A democracy can only be as strong as its people. If Americans fail to exercise one of our most precious rights—the right to vote—the United States would be a democracy in name only.

Over the last two centuries, we've had to struggle, and sometimes even

fight, to extend the right to vote to all Americans, regardless of race, color creed or sex. Now that we have universal suffrage, we must always protect this most treasured of rights.

Communist societies allow their subjects the "right" to vote in theory. Dictators of the left—and the right—ignore what we must never forget: the vital importance of free people voting freely according to the dictates of their conscience.

Like other organized groups, labor unions can play an important role in furthering and strengthening our democracy. By encouraging members and their families to register and vote, and by helping to inform them about the issues and candidates, unions can play a valuable role in strengthening freedom.

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Pete du Pont

Governor of Delaware, 1977–1985; U.S. Representative, 1971–1977; State Legislator, 1969–1971.

I would like to thank Lane Kirkland for the opportunity to share my thoughts with you. The space here is short, and I hope that as I travel around this great nation of ours, I will have the chance to meet and speak with you.

Our Constitution is now 200 years old. It is the bedrock of our liberties, and it gives us all the opportunity to take part in our democracy. Labor unions and other associations have an important role to play in our elections, our economy and the quality of our life.

THE POLITICAL PROCESS / *Where the Candidates Stand*

I do get concerned sometimes when I see how labor union political action committees tend to throw their support behind so many liberal politicians. Many liberal politicians who receive tens of thousands of dollars from labor unions—money paid by you—vote for a weak America. They criticized America when we liberated the brave people of Grenada. Those liberal politicians who vote against every defense bill are no friends of patriotic, hard-working Americans. I urge you as members of a labor union to take an active role as an individual in choosing just what kind of politicians get our dollars.



Pat Robertson

Founder/Chairman, Christian Broadcasting Network, 1959—; founder, Operation Blessing, 1978—; Broadcast News Analyst, 1975—; Chancellor, CBN University, 1978—.

proud to be members of the Republican Party. In the last election, 47% of union households supported the Republican presidential candidate. Therefore, it is time the AFL-CIO leadership abandoned its partisan Democratic role and adopted a more bipartisan approach that better reflects the views of its members. I would like to see the AFL-CIO work within the framework of both national political parties to advance the agenda that is critical to its membership.



Jack Kemp

U.S. Representative (New York) 1971—; Pro Football Quarterback, American & National Football Leagues, 1957–1970.

The proper role of organized labor in the political process is the same as that of all organizations—to work to promote the best interests of its individual members, of free enterprise, and of our nation. As co-founder and president of the American Football League's Players Association, I helped negotiate the first league-wide pension contract in history. I believe in the sanctity of the contract and the right to bargain—and I also respect and uphold individual rights to choose, free of coercion. I have been fortunate enough to receive the endorsement of many labor unions during my campaigns for Congress, and I have learned first-hand that union members vote the candidate, not the political party. The political diversity among American working men and women and their active involvement in the political process has been good for labor and good for our democracy. I welcome the active involvement of labor in the political process on a bipartisan basis.

Organized labor has at its disposal vast sums of money held in trust under a tax free status. This money comes from the dues of hard-working Americans.

These dues are not Democratic money or Republican money, but workers' money.

I feel that unions should have the same rights and privileges in the political process as any other non-profit membership organization. However, never should the leaders of unions use their power or the union dues for any candidate in a primary or general election. Political participation is a precious right that should never be abridged to any American.



Bob Dole

Senate Republican Leader, 1987—; Senate Majority Leader, 1985–86; U.S. Senator (Kansas), 1969—; decorated World War II combat veteran.

As the representatives of nearly 20 million workers, it is entirely appropriate and desirable for labor unions to play an active role in the political process by registering voters and communicating with union members on issues critical to their interests.

I think, however, the AFL-CIO's decision to attempt to become a force only with the Democratic Party in presidential elections is a grave error that has worked to the detriment of its members. Union members are a politically diverse group, many of whom are



Alexander M. Haig Jr.

Secretary of State, 1981–1982; Supreme Allied Commander of NATO, 1974–1979; Chief of Staff to President Nixon, 1973–1974; founder/President, Worldwide Associates, 1982—.

As Supreme Commander of NATO, I became aware of organized labor's essential international role. In a world often hostile to democracy, American labor leaders have always stood courageously for the principles of human dignity, individual rights and freedom. Through its international efforts, the AFL-CIO has written a unique chapter in the history of human rights, while making an essential contribution to the security of the free world.

It is not a question therefore of labor's proper role in the political process. There can be no democratic political process without a strong labor role. Every democratic community has a strong organized labor movement. In countries not yet free, such as Poland, labor unions are the leading advocates of a democratic system.

Americans believe that a free people, to be truly free, must also be educated in their political choices. Democracy is not a spectator sport. Every participant is a winner. Only those who fail to participate are the losers. Unions, by assisting their members to understand the issues and the candidates, help this process.



Answers from **DEMOCRATS**



**Albert
Gore Jr.**

*U.S. Senator
(Tennessee),
1985; U.S.
Representative,
1977-1985;
Reporter,
Nashville
Tennessean,
1970-1976.*

In my experience, unions have always played an important role in shaping national policy. When important legislation is on the line, organized labor always comes through with tremendous grassroots support. Time after time, that political involvement saves jobs and makes the system work.

Organized labor has helped me on every one of my campaigns with advice, support and volunteers. I would not be in the Senate were it not for the hard work of working men and women in Tennessee.

I have long been a strong supporter of union participation in the democratic process. Unions help democracy work the way it was meant to—by harvesting ideas at the grass-roots level. Democracy is just as important in the workplace. Economic growth will come when working Americans have more pay and say.



**Richard
Gephardt**

*Chairman,
House
Democratic
Caucus, 1985—;
U.S.
Representative
(Missouri),
1977—; Board of
Aldermen,
1971-76.*

Democratic victories are won with the help of labor, it's as simple as that, and we can't do without you. I make no bones about the fact that I would

welcome the endorsement of the American labor movement. I plan on working with the labor movement to put their membership on delegate slates across the country. I look toward the labor movement to take an active role in organizing our campaign, in recruiting volunteers and providing financial contributions.

I share the concerns of the working people of this country—always have, always will. Often as people reach for the stars they forget their beginnings, but not Dick Gephardt. I'm never going to forget the hard work my parents had to put in to provide me with the opportunities I've had in life. I want that same kind of country for my children and yours, a nation that is proud of its workers, and where hard work yields fair rewards and opportunity. We're setting out to make America first again by sticking to our strongest values: honesty, trust in people, regard for hard work and caring about our neighbors. That's what my campaign is all about.



**Paul
Simon**

*U.S. Senator
(Illinois) 1985—;
U.S.
Representative,
1975-1985;
Lieutenant
Governor,
1968-1972;
Newspaper
Publisher,
1948-1966.*

American working people and the American labor movement have been the driving force behind every major piece of progressive legislation in the United States in this century.

That includes minimum wage, social security, Medicare, basic health and safety legislation, civil rights and on and on.

And, any Democratic candidate for president who doesn't recognize this progressive and central role of the American labor movement does not, in my opinion, understand our history either as a party, or as a nation.

In 1984, for example, the members of the AFL-CIO provided the Democratic presidential candidate with a dramatic 61-39% margin.

The simple fact is that the *American labor movement is often way ahead of the Democratic Party in recognizing*

the issues which concern and move ordinary American working people and voters. The election of 1984 is a dramatic demonstration of that.

I see my role in this campaign as the spokesperson of the Roosevelt, Truman and Kennedy Democratic tradition of fighting for American working men and women.

I would be proud to carry the banner of the American labor movement and the Democratic tradition into the next election.

And, as Harry Truman showed, when we do that, Democrats win!



**Michael S.
Dukakis**

*Governor of
Massachusetts,
1974-1978 and
1982—.*

I believe that organized labor can and must play a key role in the American political process.

The leaders and members of organized labor in Massachusetts have been an important part of the extraordinary economic success that we enjoy. *With the full participation of organized labor, we have reduced unemployment to less than 4% in Massachusetts.*

Labor leaders have been essential partners in a coalition that has won passage of strong plant-closing legislation, a comprehensive right-to-know bill and sweeping reform of our workers' compensation system.

Without national leadership from organized labor, we would never have achieved the kind of social and economic progress that is reflected in federal laws governing the minimum wage, the eight-hour day, civil rights, Medicare and Head Start.

I have sought support from organized labor throughout my political career, and I do so now as a candidate for the presidency.

We need your involvement; we need your leadership; we need the active participation of working men and women and their families in the 1988 campaign.

And I will need your active participation and involvement as president of the United States.



Bruce Babbitt

Governor of Arizona, 1978–1987; Attorney General, 1975–1978; Attorney, Brown, Vlassis & Bain, 1967–1975; Attorney, Office of Economic Opportunity, 1965–1967.

The American labor movement has always stood for the protection of those who could not protect themselves. You have led the way to many of this century's most important social welfare advances. As a Democrat, I welcome the vital contribution that the labor movement has made to building my party. There is nothing narrow or selfish in representing the interests of working men and women and their families, and I will be proud to stand with the American labor movement in this presidential campaign. There will inevitably be issues on which we disagree, but I welcome your participation and I intend to work hard for your support.

country needs to go, how he/she proposes to get there, allow people and groups to see their role in the plan and inspire all citizens and groups to get involved.

I have fought alongside organized labor all of my life in our shared commitment to full employment, livable wages, worker safety, collective bargaining, health care, housing, equal opportunity, voting rights and other programs of humane priorities at home and human rights abroad.

I support organized labor's right to speak and act on international labor and human rights issues, and I look forward to continuing our efforts in these important fields.



Joseph R. Biden Jr.

U.S. Senator (Delaware) 1973–; Chairman, Judiciary Committee; ranking Democrat, Foreign Relations Committee

Organized labor has always been the bedrock of progressivity in this nation. But I believe that 1988 will be a wa-

tershed election for labor. At the moment when the standard of living for our workers is no longer rising, we need strong leadership from labor.

We are seeing many transitions in the economy which will affect workers. We need more labor protection now, not less, so that the rights of American workers are not sacrificed in this transition. For example, many manufacturing jobs are being lost and are being replaced by service sector jobs which are not organized. I believe labor must organize in those new industries in order to protect worker rights.

Over the past six years, business groups have been waging a war on organized labor—trying to roll back most of the gains of the past four decades. The Reagan administration has tried to undo the entire structure of labor-management relations in this country. The chairman of the NLRB has gone so far as to attack the very idea of collective bargaining, the most fundamental right of all.

It is time for unions and their members to fight back. You have a right and duty to play an active role in politics. You should demand that basic fairness be done for working people, and that we get the nation moving again.

I hope that every working man and woman will get involved in the political process in 1988. America's unions should do everything they can to make sure that this happens.



Jesse Jackson

President, National Rainbow Coalition, 1984–; President, Operation PUSH, 1971–1983; Executive Director, Operation Breadbasket, 1966–1971.

I support the right and ability of all citizens and labor to participate fully in the American political process. I have spent all of my adult life fighting and risking my life for that right. No one has risked more, registered more, politically educated or involved more American citizens in the political process.

Organized labor is a legitimate interest whose concerns must be taken into account by any serious presidential candidate.

The role of presidential leadership is to put forth a vision of where the

Take a Hand in America's Future...



To vote intelligently in next year's elections, you must be informed. Study the records of the candidates and their positions regarding public issues. Discuss your reasoning with others. Then vote in the best interest of you, your family and your future.

Local UBC political action committees of CLIC are working on registering unregistered members. New voters will get "I'm union and I vote" bumper stickers and a personal letter from the Carpenters' Legislative Improvement Committee.

When your local or district council reaches 75% registered members, you can join the Registered for Action Club.

Every day the news carries more stories on the coming presidential and congressional elections. Let's be ready to turn out more UBC votes than ever before.



Diabetes Facility To Be Foremost Research Center

The Blueprint for Cure Campaign, sponsored by the United Brotherhood and other affiliates of the Building and Construction Trades, has one goal in mind: raising funds to promote research for a cure for diabetes. Plans are to build a multimillion dollar research center in Florida.

With its 70 researchers and technicians, the University of Miami's Diabetes Research Institute has been cited frequently by scientists around the world as America's foremost diabetes research organization. The state-of-the-art facility to be built at the University of Miami will cost \$10 million, and it will be a symbol of hope for those with the disease.

The new facility will include:

- A clinic and an operating suite for diabetics,
- A conference center where doctors and researchers can share their ideas and research,
- A center to treat the many animals used by doctors in diabetes research,
- A variety of laboratories for research.

With a cure for the disease as the ultimate goal, the Blueprint for Cure Campaign continues with your support.

Blueprint for Cure contributions were received from the following business representatives attending the August 2-7, 1987 Training Seminar at the George Meany Center for Labor Studies:

Jerrold Alander, Joseph M. Ardoin, Jr., Curtis Baker, Clifford F. Bembek, Thomas R. Bryan, John Bullock, Edward W. Butt, James S. Campbell, Richard D. Ciesielski, Robert B. Cutler, Martin Dahlquist, Larry Dunn, James Harold Dye, Paul Froehlich, Thomas M. Gilbert, James Gleason, Charles L. Haggerty, Dean E. Hardman, James Herrera, Al Honchell, Robert Jonoski, James L. Kerley, Leon Kinchloe, Edward R. Krupski, Dana C. Martin, John Martin, Michael J. Murphy, Gerry Nannenga, Dennis O'Hara, Philip Edward Parratt, Gaetano Pigliacelli, Garry Playford, Frank Reynolds, Stanley Soboleski, James L. Stinson, Edward Szyrwiel, David C. Talkington, John Tokarek, Robert L. Williamson, Bruce A. Wingert and Michael Ziegler.

Other recent contributors are Local 458, Clarksville, IN; 624, Brockton, MA; 839, Des Plaines, IL; 1607, Los Angeles, CA; 2018, Ocean County, NJ and 2214, Festus, MO.

Local 41, Woburn, MA; 48, Fitchburg, MA; 49, Lowell, MA; 218, Medford, MA; 595, Lynn, MA; 777, Harrisonville, MO; 815, Beverly, MA; 918, Manhattan, KS; 1026, Miami, FL; 1338, Charlottetown, P.E.I.; 1889, Downers Grove, IL; Indiana State Council and the Missouri State Council.

In memory of Florence E. Kirkland, a contribution was received from Local 44, Champaign, IL.

Other contributions came from Patrick J. Campbell, James Irvine and Jean M. Whyers.

Labor Presidential Endorsement Delayed for Lack of Consensus

Early labor endorsement of a presidential candidate in the November 1988 elections has been all but ruled out by the AFL-CIO because no consensus has yet developed among union members and officials.

AFL-CIO President Lane Kirkland said he did not expect the AFL-CIO convention would issue an endorsement when it meets in October. "Our rules say that we have to have a two-thirds majority to endorse. We don't have it. The field is wide open, and support is scattered among the various candidates."

"Our unions, armed with extensive polling data and widespread samplings of membership opinion, have reported that the only clear majority that exists is a majority for union solidarity," Kirkland said at a press conference during the AFL-CIO Executive Council meeting here.

"The only clear and compelling mandate from our members is to continue the process, to try a little harder, to poll some more and to listen some more," Kirkland said. He added that if a consensus seems to be forming, he could convene the federation's General Board on relatively short notice and take a vote.

Meanwhile, Kirkland said the federation's Democracy at Work process of sounding out and informing union members on the candidates and the issues will continue. In that process, he said, "thousands of videotapes of the candidates have been sent to and seen by our members. Millions of the candidates' written positions have been printed and read by our members."

Further, Kirkland announced that the executive council unanimously adopted a series of "voluntary guidelines" for the political process to take account of the stretched-out timetable for a labor endorsement.

Under these guidelines, union officers, members and their families, including officers of state and central bodies, are encouraged to seek election

as delegates to party conventions, acting as individuals. Unions would not be limited in supporting members and their families seeking such delegate spots.

However, affiliated unions would continue to refrain from making public endorsements of any presidential candidates in advance of a decision by the federation itself. And union officers and staff would not take part in the campaigns or fundraising activities of any candidates.

Asked if an endorsement might be delayed until after the party conventions, Kirkland said, "I don't want to speculate. I think it's very much an evolving situation, one that may change day by day. I'm not certain that all of the likely candidates are in the race." But he said no endorsement is likely before the first contests next February in Iowa and New Hampshire.

Whatever the timing of an endorsement, Kirkland said, "Our three goals continue to be maintaining unity, sending the maximum number of labor delegates to the party conventions and providing a coordinating role for the federation."

Other council actions included a strong and detailed statement of opposition to President Reagan's nomination of appeals court judge Robert Bork to the Supreme Court, and approval of an agreement ending the 10-year-old Coors beer boycott. The council accepted, "with regret and with gratitude," the resignation of Murray Finley and elected to the vacancy Jack Sheinkman, Finley's successor as president of the Clothing & Textile Workers.

Although most states had job gains in trade, services, transportation and public utilities, and finance, insurance the real estate, 21 states reported manufacturing job losses. The largest declines occurred in Massachusetts, Michigan, New York, Ohio and Pennsylvania. Mining job losses occurred in 25 states, with declines concentrated in Colorado, Pennsylvania, Texas and West Virginia.



An aerial view of Raynor's four current plants in Dixon, Ill.

The Raynor Story

From a rather inauspicious beginning in 1945, Dixon, Illinois-based Raynor Manufacturing Company is now recognized as an industry leader in the production of commercial, industrial and residential sectional overhead garage doors, rolling steel doors and electric garage door openers.

The company's founder, a lifetime UBC member, Ray H. Neisewander Sr., began his successful and varied career by answering a Springfield, Ill., newspaper advertisement for a wood molder, a skill at which he excelled while working in St. Louis.

After several years of employment at the Springfield mill, Neisewander started his own business in the basement of his home, manufacturing wood "socko-ball" paddles, a game popular among teenagers in the 1930's.

Neisewander soon thereafter raised his business sights and formed Capitol Wood Works, a Springfield company which made kitchen cabinets, bar fixtures and windows.

With the beginning of World War II, Capitol converted from manufacturing consumer goods to making wood ammunition boxes and invasion bridge trusses for the military. At the end of the war in 1945, Capitol returned to consumer products manufacturing and, at the same time, added a new product: wood sectional overhead garage doors.

Later that same year, in partnership with an executive from an Illinois garage door manufacturer, Neisewander formed Raynor Manufacturing Co. in Quincy, Ill., with the name 'Raynor' created from a combination of the two partners' names.

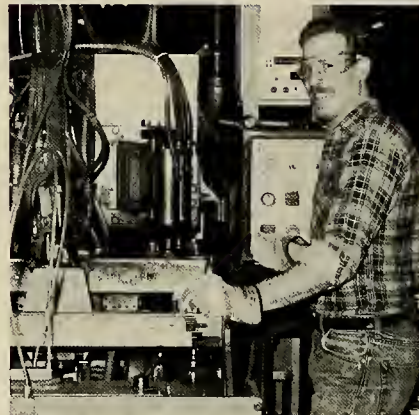
To better serve the needs of the Chicago metropolitan market, Raynor was moved northeast to Dixon, Ill., in 1946. In 1948, Neisewander purchased complete control of the company and, as one of his first official acts as its president, oversaw the organization of the approximately 60 production employees with the UBC Local 790.

Over the next several years, Raynor experienced persistent and rapid growth through innovative product development. This growth expanded job opportunities for the Local 790 members and office employees alike and set the course for Raynor's industry-leading recognition.

In 1968, under the direction of Ray Neisewander Jr., son of the company founder, Raynor initiated its own truck delivery fleet.

This breakaway from using common-carrier delivery methods not only offered Raynor distributors more timely and damage-free product shipments, but this bold move also proved cost-effective and further entrenched Raynor's commitment to quality control.

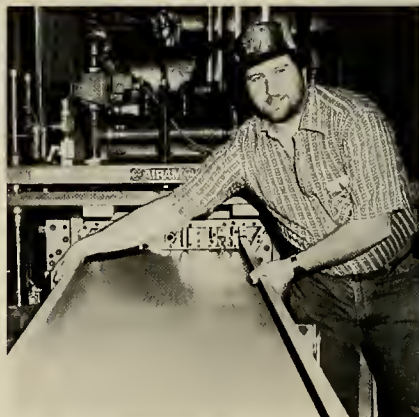
A carpenter's dream, four decades ago, just keeps on growing into a larger union shop



John Knowles of Local 790 at the controls of an automatic welder.



Dora Dimmig attaches a mutt to an aluminum door section.



Francis Beragon operates a roll former in Plant No. 3.

Today, the Raynor delivery system has a fleet of 41 tractors, 77 trailers and 35 drivers, also Local 790 members. Last year, the system completed nearly 2.5 million accident-free miles while delivering Raynor products to over 400 distributors.

With the death of Ray Neisewander Sr., in 1979, his son, Ray Jr., stepped-up from his position as the company's executive vice president to assume the duties his father had so successfully held for over 31 years.

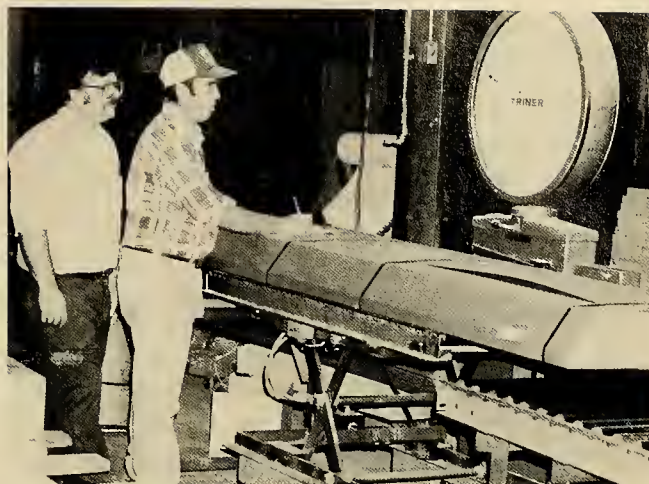
In 1980 the company introduced the first steel residential garage doors warranted for 10 years against rusting, splitting and cracking. Aptly named the 'Decade' series of garage doors, the new product line was a hit with homeowners.

From 1980-1986, sales of Raynor products increased to all-time highs, prompting the hiring of approximately 100 new employees. Then, last December, the company announced building expansion plans—a \$4.5 million program (now ongoing and slated for completion by year's end) which could ultimately lead to the creation of more than 100 additional jobs in Plant No. 5.

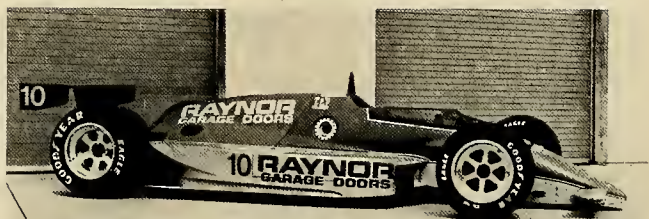
Further, the company president announced Raynor's entry into Indy Car racing as a promotional effort to increase the public's awareness of the Raynor name and its products.

The 'Raynor Motorsports' Indy car racing team is based in Dixon and features veteran Indy car driver Derek

Tony Quadraro, left, and Jim Cook weigh bundled wood garage door sections prior to their shipment.



Raynor's Indy racing car. The racing team which mans it is based in Dixon.



Daly and a professional crew of seven mechanics and support staff.

"It is our desire to become competitive within the Indy car circuit, thereby increasing our 'brand name recognition' and Raynor garage door sales," says the program's co-director, Ray Neisewander III, who serves as the company's manager of warehouse operations.

The success Raynor has achieved over the past four decades is, to a great extent, attributable to the work of its 390 production employees and 35 truck drivers who are members of Local 790.

More than 300 Non-Union Carpenters Walk Off the Job in Alberta, Sign with UBC

19 construction sites idled by low-wages protest

A walkout August 21 at two construction sites in Calgary, Alta., by more than 200 non-union workers has mushroomed into a province-wide effort to improve wages and working conditions throughout the province.

A week and a half after the initial walkout 19 construction jobs were down in Calgary. In Red Deer, 100 miles north of Calgary, 10 men walked away from a non-union contractor, and Carpenters Local 2410 began picketing there and at the Joffre Gas Plant, a nearby site. In Edmonton, the provincial capital, Local 1325 geared up for similar walkouts. In Lethbridge, not far north of the Montana border, Local 846 had two projects down, but its members went back to work after employers agreed to a 75¢ to \$1.50 per hour raise.

All UBC local unions affiliated with the Alberta Provincial Council are lend-

ing support to the workers—union and non-union—signing all non-union workers as soon as possible to present a united front to contractors and owners, some of whom have supported the non-union, "merit shop" movement.

Tenth District Board Member Ron Dancer expressed optimism that the strikers may win their goals. He recently reported to the general president that many contractors are getting desperate because there is already a real shortage of good tradesmen available.

Until construction work began several months ago for the 1988 Winter Olympics, which will be staged at various sports arenas in the city, Calgary was suffering a 12% unemployment rate. Some of that construction has been union and some non-union.

The Alberta Provincial Council is receiving strong support from UBC lo-

cals in the U.S. and Canada, according to W. McGillivray, first vice president of the council. Other Building Tradesmen have joined the picket lines.

A rally was held September 3 at the James Fowler School in Calgary, with many labor leaders from across Canada participating. Building Trades members, Postal Workers, Letter Carriers and representatives of other unions joined UBC leaders from British Columbia and Ontario in denouncing the poor wages and working conditions in Alberta. Among the speakers was Guy Demoulin, deputy director of the Canadian Federation and a UBC member.

John Patterson, president and business manager of the Calgary District Council, warned local builders and contractors that "there are no carpenters around who would be willing to work for non-union wages of \$9 an hour."



Working in **CONFINED SPACES**

BY PHILLIP L. POLAKOFF, M.D.

*Director, Western Institute for
Occupational/Environmental Sciences*

Working in a confined space—a place you have to bend, twist and squeeze to get into to get at the job—is uncomfortable at best. At worst, such a situation has special hazards capable of causing bodily injury, illness and death to the worker.

Confined spaces, by design, have limited openings for entry and exit. They are not intended for continuous worker occupancy. Generally, by location and design, they have unfavorable natural ventilation which could contain or produce dangerous air contaminants.

In one of its series of fact sheets on occupational safety and health, the Communications Workers of America estimated that approximately 42,000 cable splicers and outside plant technicians work in confined spaces. For CWA members, confined space work is done primarily in manholes, but may also include crawl spaces, cable vaults and areas on customer premises which fit the description of a confined space.

Carpenters, electricians, plumbers and other skilled workers of course, also have to deal with similar tight-squeeze work situations.

The hazards can range from an oxygen deficient atmosphere or exposure to toxic agents (plugging compounds, solvents, etc.) to the possibility of an explosion or structural and/or environmental hazards.

The first symptoms of an oxygen deficient environment are increased breathing volume and accelerated heartbeat. As the percentage of oxygen in the air decreases, other symptoms appear such as rapid fatigue, nausea and unconsciousness.

According to the National Institute for Occupational Safety and Health, when the oxygen level drops to less

than 6%, death will occur in minutes. Oxygen content is in a safe range when it is between 19 and 21%.

Another element of great danger in confined spaces is carbon monoxide. This is a colorless, odorless, tasteless gas produced by the incomplete burning of coal, wood, oil and propane, or anything else that contains carbon. Because you cannot see, smell or taste carbon monoxide, you can inhale it without being aware of it.

Symptoms include headaches, dizziness, drowsiness and nausea. Prolonged exposure to carbon monoxide fumes may result in convulsions and ultimately death.

Some physical hazards cannot be eliminated because of the nature of the confined space or the work that has to be done. These hazards include electrical utilities, scaffolding, surface residues and structural hazards. While electrocution, or electrical shock, is not the major cause of fatalities in confined spaces, a NIOSH study indicates it has been a factor in many injuries and deaths in confined spaces.

The use of scaffolding in confined spaces may contribute to accidents caused by workers or materials falling. Surface residue in confined spaces can increase the already hazardous condition of electrical shock and bodily injury due to slips and falls.

Noise may also create problems because the interior of the confined space tends to cause sound to reverberate. This intensified noise increases the risk of hearing damage and may cause the worker inside to be unable to hear instructions or danger signals.

For safety's sake, there should be two workers to a confined space: one to perform the job; the other to remain at the entrance to provide assistance if

an emergency arises. The second person should be familiar with basic first aid procedures and cardio-pulmonary resuscitation.

If you have any questions, or suggestions for future articles, write me at WIOES, 5655 College Avenue, No. 307, Oakland, CA 94618.

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WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

AID FOR COMMUNITY CENTER



Members of Local 248, Toledo, Ohio, helped to build a new room for the Huntington Farms Community Center in Sylvania, Ohio. A new ceiling for the community center's thrift shop and a darkroom for photography classes were built by members who volunteered their weekends. Joe Gast, Robin Harshman and Don Westfall of Local 248 finish off the storage room.—Photograph from the Blade, Toledo, Ohio.

ILLINOIS SCHOLAR



The scholarship committee of Local 412, South Bend, Ind., awarded Scott Alen Foster the local's scholarship for 1987. Foster is the son of member David and Karen Foster. Foster is a graduate of Penn High School and will be attending Indiana State University in Terre Haute, Ind., this fall to begin his studies in construction technology.

WRESTLING SON



The Killer Bees are a tag team wrestling pair from Tampa, Fla. "Bee" Brian Blair, left, is the son of Brian E. Blair, business representative for Local 140, Tampa, Fla. On the right is Blair's partner, Jumping Jimmy Brunzell. Blair has been wrestling professionally for 10 years.

RAMP ASSIST



Apprentices of Local 24, Cheshire, Conn., recently completed a ramp for Anthony Perry, also of Local 24. Perry is a 40-year member of the Brotherhood and, due to diabetes, is confined to a wheelchair. Those who helped to build the ramp are, standing, apprentices Jay Souza, Joseph Tomasino and Nicholas Tommaselli, and instructor Louis Colavito. Seated are Bernard Bohaczski, trustee, and Anthony Perry.

LOCAL BOWLS FIRST

The 23rd annual Florida statewide union bowling tournament was recently held. First place went to Carpenters Local 1765, Orlando, Fla. The team was made up of 45-year member E. P. Boss, 40-year member Karl Wegner, 25-year member Gerald DeLany and 15-year member Frank Farrugia. The total score, 2571.

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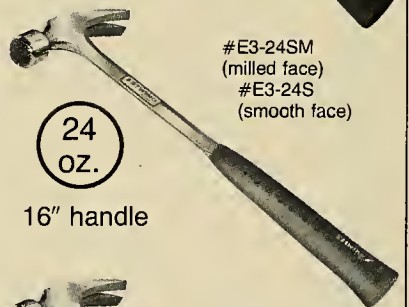
First and Finest All-Steel Hammers



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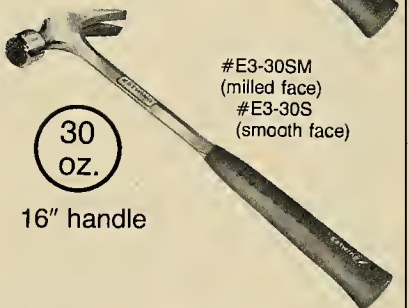
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#E3-24SM (milled face)
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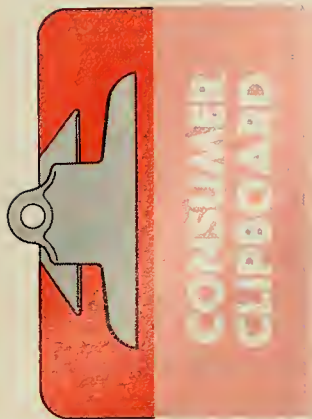


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A New Twist to the Care of Sick Kids

By PHILLIP L. POLAKOFF, MD

With both parents working, there is a new need in child care. The need, in this case, is a way to care for a sick child so the working mother or father doesn't have to stay home and lose time off the job.

The solution is in special centers, sometimes in-home care, for the child who is mildly under the weather—a cough or cold—but who is barred from day care. Such centers and company-sponsored programs are springing up in major cities across America.

At the brightly decorated Wheezles and Sneezles in Albany, Calif., across the bay from San Francisco, kids' minor ills are treated under a nurse's supervision with lots of activities and big doses of love. The center is funded by the state and the city of Berkeley.

In Minneapolis, parents who work for 3M Corp. can leave a mildly ailing child at home and go off to the job with more peace of mind because the company provides home health-care aides. 3M pays 78% of the cost.

In Miami, AMI Corp. Southeastern Medical Center's Sniffles 'N Sneezes program for young patients includes snacks and hot lunches, their own beds and a remote-control television. The cost is \$20 a day. For an extra \$10, parents can authorize a check-up on their child by hospital pediatricians.

In another variation of this idea, several businesses participate in the Tucson Association for Child Care, Inc. a nonprofit organization that has helped more than 1,500 families since it was started last year. The firms pick up the \$8-an-hour tab for in-home care.

Typically, care is provided for children who don't have highly contagious illnesses or who are not running a temperature above 102 degrees. Child care staffers are often trained in childhood illness and keep logs of the kids' naps, diet and bathroom activities.

Parents leave detailed instructions on care and are contacted if there is any change in the child's condition. No medication, not even aspirin, is given without parental consent.

These are some of the general outlines of this new and growing area of health care. But as the few examples show, the services may vary widely as to sponsorship and cost to parents.

One of the best things going for this idea—aside from its warm human side—is that it makes good economic sense, especially for employers. In an article about the various

services in its business section, the San Francisco Examiner quoted Roger Cormier, a Bay Area family-support programs developer who has spent two years researching absenteeism among Bay Area working parents.

He estimates that "the average parent spends five days out sick every year per child," due to his or her children's illnesses.



"That's conservative," Cormier adds. "It's probably closer to eight to 10 days."

In general, "for every 1,000 employees on the payroll, employers are losing 1,000 days of productivity a year." In dollars, he says Bay Area employers "can expect to spend \$100,000 annually for every 1,000 employees on the payroll" because of absenteeism related to sick children.

The financial and physical strain on the parents is also considerable. According to a survey by Portland State University, an estimated 20% of working mothers use up their sick and vacation time and must take leave without pay to care for their children.

Children's illnesses are the leading cause of working mothers' stress-related problems, such as headaches, backaches and insomnia, according to recent research.

Keeping A Lid on Excess Sugar

By GOODY L. SOLOMON

The Sugar Association has a \$4 million advertising blitz in progress that aims to "debunk the myths about sugar." The ads tout sugar as "safe, natural, and surprisingly low in calories—only 16 per teaspoon."

Serious sales challenges have come from such competitors as high fructose corn sugar and artificial sweeteners.

In addition, the increasing interest in health and fitness has decreased the sales of highly-sweetened cold cereals and boosted the popularity of less sweet fiber and bran cereals, according to a poll of supermarket operators reported by Supermarket News, a trade paper.

Small wonder producers have taken sweet solace in a new government report that judges sugar to be safe as a food additive. The report, by the Sugars Task Force of the Food and Drug Administration, said cavities are the only potential hazard of heavy sugar use.

The Sugar Association, to no surprise, is citing the report in its ads.

Beware of all the sweet talk from the industry, caution many health practitioners. They stress that sugar may not cause diseases such as diabetes or high blood pressure, but it poses a risk for sensitive individuals.

More importantly, these experts emphasize, sugar provides calories but no vitamins or minerals. "Therefore it seems likely that the chances of being poorly nourished increase with increasing consumption of sugar," said Joan Gussow, professor of nutrition education at Columbia Teacher's College.

"Sugar also promotes the consumption of foods high in fat," she cautioned.

For persons who want to lose weight, said Joanna Dwyer, director of the Frances Stern Nutrition Center in Boston, "the highest priority would be cutting down on foods both high in sugar and fat and low in vitamins and minerals."

"Life can be sweeter without too much sugar. You can avoid tooth decay, cut down on calories and leave plenty of room for more nutritious foods in your diet," stated educational materials distributed by the U.S. Department of Agriculture.

At all times, USDA offers these suggestions:

- At the supermarket: Read ingredient labels and select items lower in total sugar when possible. Buy fresh fruits or fruits packed in water, juice or light syrup. Buy fewer sugary foods such as baked goods, candies, sweet deserts, soft drinks and fruit-flavored punches.

- In the kitchen: Try new recipes or adjust

Continued on Page 38



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Ottawa Report



CANADIAN HEALTH

The publication *Elder Statesman* reports the results of a recent survey made by Health and Welfare Minister Jake Epp, which was released as "The Active Health Report."

The Epp survey was carried out by Statistics Canada and involved telephone interviews with more than 11,000 Canadians over the age of 14.

Canadians generally feel that they are quite healthy, the report indicates—61% rate their health as very good or better, and they are actively striving to improve their health. Two out of three Canadians say there is room for improvement in the general health, however.

The survey estimates that 7 million Canadians still smoke cigarettes, 2 million drink heavily, 3 million drink and drive, 1 million smoke marijuana, 4 million never exercise, 7 million over the age of 20 are overweight or obese, and two million are underweight, while 1.7 million consider their lives to be "very stressful."

ALBERTA BARGAINING ACT

Alberta Labor Minister Dr. Ian Reid introduced into the Alberta provincial parliament early this year, Bill 53, which was labeled the Construction Industry Collective Bargaining Act. The bill was subsequently approved and adopted.

The act puts in place a bargaining structure that represents the government's response to Recommendation 42 of the Final Report of the Labor Legislation Review Committee.

The legislation requires that a federation of construction trade unions and a federation of construction contractors be established and that they be given the responsibility of negotiating collective agreements for the construction industry.

The bill is the result of extensive discussions with all three components of the industry; the owners of construction, trade unions and the contractors. During those discussions it was determined that one master agreement should be negotiated, and that this master agreement be divided into a general part and three subsidiary parts.

The general part sets out common language for the whole industry and contain terms and conditions applicable to all trades. Three subsidiary agreements are being negotiated separately, and they will set out the terms and conditions respecting wages and benefits.

The subsidiary agreements are negotiated by separate groups of each federation, representing the metal trades group and two civil trades groups.

Bill 53 provides that the general part of the master agreement would be in place for at least five years, while the subsidiary agreements will have a term of two years.

The Construction Industry Collective Bargaining Act required that the parties negotiate all four parts of the Master Agreement by September 15, 1987, but, as we go to press, this deadline will not be met.

Restrictions on the ability of the contractors to lockout or the unions to strike are clearly set out in the act. Before a legal lockout or strike would take place, votes by either party to the dispute had to be supported by at least 60% of those at the table, and supported by 60% of those eligible employees or employers.

HAZARDOUS MATERIALS

On June 22 Consumer and Corporate Affairs Minister Harvie Andre and Labor Minister Pierre H. Cadieux jointly announced the tabling in the House of Commons of legislation to establish the Workplace Hazardous Materials Information System. (For the information of our U.S. members, a bill which is tabled in the Parliament then goes through three readings before it is voted upon.)

The legislation would establish a nationwide information standard to better protect the three million Canadian workers regularly exposed to hazardous materials on the job.

Among other things, WHMIS will require suppliers of hazardous products to disclose full information on all such products used in workplaces across Canada. In addition, the 10 provinces and two territories have agreed to develop complementary legislation so that WHMIS can be implemented on a uniform basis in all jurisdictions.

Both Ministers praised the co-operative spirit which governments, labour and industry collectively demonstrated in co-developing this complex initiative.

Mr. Cadieux noted that one Canadian worker in four comes into contact with hazardous products in the workplace, and that more time is lost to the Canadian economy annually through occupational accidents and illness than through all labor disputes combined.

NEW 'LOONY' DOLLAR

Last July, the Canadian government issued the first 100 million of the nation's sparkling new one-dollar coins. Bearing the simple but beautiful design of a loon on one side and a portrait of Queen Elizabeth on the other, the coin quickly acquired a nickname, the Loony Dollar.

Like the U.S. experience with the Eisenhower dollar, the new coin has become a collectors item for many, but it has drawn mixed reactions from the general public.

For transit companies the coin is said to be a boon. Local bus, streetcar and subway systems spent a total of \$1.8 million in 1985 processing paper money which got clogged in fare boxes. The Canadian Urban Transit Assn. forecast savings of \$4 million per year with the introduction of the new coin. The association asserts that it will pass on these savings to passengers in the form of better and faster service.

LOCAL UNION NEWS

Scranton Local Has Good Year

Local 261 of Scranton, Pa., has had a busy home building year in the Poconos area, thanks to its coordinated efforts with local union contractors.

The local union has gained work on several projects—two hospitals with \$12 million renovations, a new prison, area schools, a shopping center, and many renovations totaling \$6 million at the Connaught Laboratories, a government facility.

Business Representative Fred Schimelfenig reports that, on the housing scene, the local union has begun to work with four new housing contractors. In the past, the local experienced payroll difficulties when contractors went out of business overnight, but current work has not had such misfortunes.



BR Schimelfenig with Dave Brown, contractor, and one of the crews at the Hawley work site.

Toronto Millwrights Praised by NACAN

Members of Millwrights & Machine Erectors Local 2309, Toronto, Ont., were spotlighted in a recent issue of the *News and Views*, an employee publication of Nacan Products Ltd. Featured in the article were Orin Ryerse, Bob Chambers, Nick Borst, Dave Buck, Howard Brandon, Terry Lake, Darrell Andrews and Willard Fisher. They are employed by Adshade Mechanical and contracted by Nacan.

The plant is located on Georgian Bay "in the heart of cottage country where fish and game abound."

After 28 Years, Father, Son Meet

Harold Austgen, Local 1780, Las Vegas, Nev., was recently reunited with his father, Basil Price, member and business agent for Ironworkers Local 433. The two had been separated for 28 years. Harold has been living in Las Vegas for 10 years and his father for a year and a half. Neither knew the other was there.

They were reunited at a backyard barbeque after a friend had made some inquiries into Basil. Harold and his wife spent the entire weekend talking with his father and catching up. They plan to attend a Price family reunion in Indiana.

Kentucky Charter



Local 549, Owensboro, Ky., was recently granted its new charter. It is made up of Local 2310, Madisonville, Ky.; Local 601, Henderson, Ky.; and Local 1341, Owensboro, Ky. The charter was presented by Representative Donald Gorman to John Troutman, president.

Also in attendance at the presentation were International Organizer Dean Beck and Steve Barger, secretary-treasurer/business manager of the Kentucky State District Council.



Looking over the work site from a balcony are Fred Schimelfenig Jr., business representative, Local 261; Dave Brown, contractor; and Davis Stears and John McCarthy, developers of the project.

Local 2002 Stewards Train



Local 2002, Palatka, Fla., recently presented certificates to those who finished the stewards training. Local 2002 is a public employee local union representing the Putnam County Road Department Employees. The local is part of the Florida Council of Public and Industrial Employees. Representative Willard Masters was the trainer for the course.

Those completing the course included, Willard Masters, trainer, Allan Alexander, Charles E. Jones, Jim E. Turbeville, Glen Slaughter, Joseph L. Smith, Edward L. Chandler, Donald Robinson and Terry Mathews.

Safety Notice: **Sears Craftsman** **Model 135.276101** **Industrial 7¼" Saw**

The manufacturer is voluntarily recalling Craftsman Model 135.276101 Industrial 7¼" Saws sold between November, 1986, and June, 1987. Specific saws can be identified by the following date codes: H6307 through H6363 or H7005 through H7145. The date code can be found on the top right-hand corner of the product label.

Saws with date codes matching any of those above should be returned immediately to a Sears Service Center for replacement of the lower blade guard, which may be susceptible to cracking under unusual conditions. This condition is potentially hazardous and could result in serious personal injury. Replacement of the lower blade guard will be made at no cost to the consumer.

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Double-breasting affects our jobs almost daily.

But many of our senators do not yet know. It's *your* job to tell them.

Find out the names of your senators. Write each a letter. Give them a call on the phone. Tell your senators to support S.492—the anti-double-breasting bill.

Double-breasting is a double-cross, it's a double-deal and it's a double-standard.

Tell your senators that it must be stopped.
A Message From the Building and Construction Trades Department, AFL-CIO.



100th Anniversary, East St. Louis

Local 169, East St. Louis, Ill., recently celebrated its 100th anniversary. Over 800 people were in attendance for the celebration, as the centennial committee barbecued 300 sides of ribs, 400 pork steaks and 100 pounds of bratwurst for the event. The day was full of fishing derbys for the kids, a pin and plaque presentation, skydivers, fireworks and a dance.



The celebration was capped off with a fireworks display, as the local enjoyed its 100th anniversary.



The centennial committee for the anniversary included, front, Frank Norkus, Walter Madura, Bill Stewart and Don Pratt. Second row: Pete Herrington, Ed Miller, Charles Howell and Pete Bruno.

Third row: Jim Kennedy, Rich Kelley, Bob Ragsdale, Doyle Kuhn, Fred Hayter and Harold Kuhn.

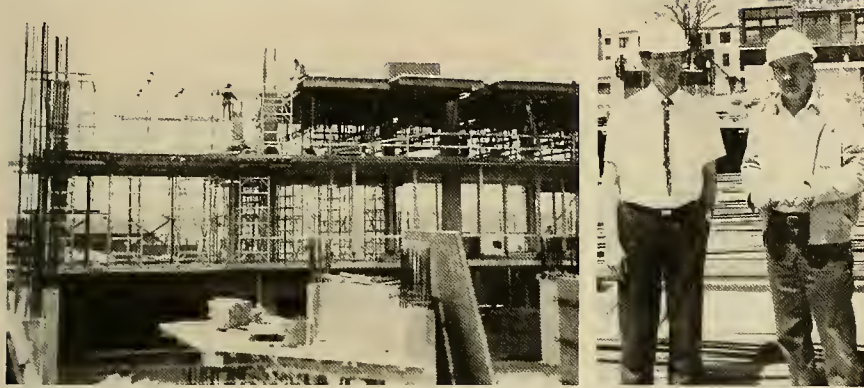
Back row: Francis Williams, Bill Ware, Frank Rekosh, Bob Johnson, Al Segar, Joe Lemansky, Rick Sullivan and Mike Ogden.

New Charter in Anchorage



A new charter was installed for the Central and Southeastern Alaska District Council by H. Paul Johnson, 7th District General Executive Board Member in Anchorage, Alaska. It comprises Local 466, Sitka; Local 1281, Anchorage; Local 1501, Ketchikan; Local 2162, Kodiak; and Local 2247, Juneau. Shown receiving the charter are Kermit Whittemore, Local 466, Sitka; Roy Peck, Local 2247, Juneau; Doug McElroy, Local 1501, Ketchikan; H. Paul Johnson, 7th District General Executive Board Member; William Matthews, Local 1281, Anchorage; and W. Bruce Finke, Local 2162, Kodiak.

Local 1386 on New Brunswick Project



Members of Local 1386, New Brunswick, Canada, are completing work on a \$28 million office complex known as the Broncor Building. The project is a joint venture between the New Brunswick Telephone Co. and Blue Cross. It will house a new public library and complete computer data centers for the two owners. The general contractor is McAlpine Atlantic Ltd.

At right, Local 1386 Business Representative Dennis Muller, right, with project manager T.O. Davies.

AI Spring Feted



Al Spring, third from left, who retired recently as director of the Brotherhood's Southwest Regional Office, and Mrs. Spring were recently entertained at a special dinner in Dallas, Texas, by fellow UBC members and friends.

Toughest Overalls? What's Your Opinion?

"I have really had a problem trying to find good carpenters' overalls," says Jeff Albritton of Athens, Tenn. "Everyone of the good companies has stopped making them, from what I understand. I have tried Sears, Penneys and a couple of off brands, and they only last days before an overhaul has to be done on them."

Can you put Brother Albritton in touch with a company or a department store that sells good carpenters' overalls? Write: Editor, Carpenter, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Industrial Shop Stewards, Local 964



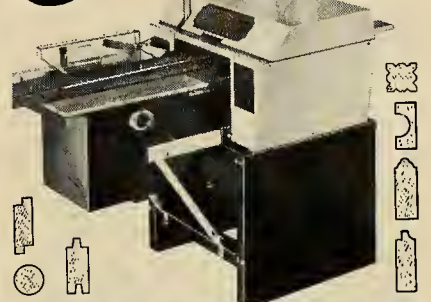
Above are the shop stewards who service the industrial shops for New City, N.Y., Local 964 with the local leaders. They include, front, Nicholas Ercoline, shop business agent; William V. Hamilton, president of the local and business agent; William A. Sopko, general agent/financial secretary; Robert Silagi, attorney; Howard Jones, shop business agent; and Kevin Thompson, general representative for UBC.

Second row: Dennis Crookston, Art DeGraff, Dick Butterfield, Jim Bradt, Nancy Marich and Joe Asaro.

Third row: Ron Weathers, Fred Lynch, Andy Keane, Roger Nickerson, Malcolm Whitney, Paul Morrison, Art Houghtaling, Harold Sturrock and John Kraham.

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Labor News Roundup

Union contractors prove to be more productive

Union contractors install 51% more square footage per hour than non-union contractors do, according to a recent study by the National Bureau of Economic Research. This greater productivity among union workers offsets their higher wages. NBER Research Associate Steven G. Allen also finds no difference in profit rates, prices, or mean cost per square foot between union and non-union contractors.

Allen's findings are reported in NBER Working Paper No. 2254, "Unions and Efficiency in Private Sector Construction: Further Evidence." They are based on a sample of retail stores and shopping centers built in the 1970s.

Labor Department employees to review immigration forms

Some 300 Labor Department employees from across the country recently convened in Chicago for special training in preparation for assuming new duties under the Immigration Reform and Control Act.

In remarks delivered at the opening of the training program, Fred Alvarez, assistant secretary for labor standards, said, "Our inspection of employee verification recordkeeping is a critical function under the Immigration Reform and Control Act."

The Labor Department compliance staff will review I-9 forms during the course of their regular contacts with employers. The I-9 is the Immigration and Naturalization Service document that must be completed by employers for all employees hired after Nov. 6, 1986. The form is used to verify the identity and employment eligibility of each new hire, including citizens. Employers are required to keep I-9s on file for at least three years and for one year after termination of an employee.

Minimum wage study shows poverty lines

Of the 5.2 million American workers who were paid at or below the federal minimum wage in 1985 about 1 million were in families that would have been classified as poor in 1984, according to an analysis published in the Bureau of

Labor Statistics' *Monthly Labor Review*. Authors Ralph E. Smith and Bruce Vavrick, both economists with the Congressional Budget Office, say their examination of empirical evidence regarding minimum wage workers living in poverty "suggests several reasons why being a minimum wage worker and being poor are not synonymous."

About 70%, or 3.6 million workers, earning the minimum wage of \$3.35 an hour in 1985, they find, were in families in which at least one other household member held a job. Minimum wage workers who were the only jobholders in their families had a poverty rate of 44.5%, compared with 7.9% for those with other employed family members—a statistic of special significance to those families of four or more, the report said.

Building Trades victory at USS-POSCO

Building trades unions won a major victory with a unanimous ruling by a 28-member arbitration panel that a construction firm renovating the USS-POSCO steel plant in Pittsburg, Calif., illegally evaded union contracts.

The panel said that Eichleay Corp., a Pennsylvania-based construction firm that has contracts with national unions, must pay about \$60 million in back wages to non-union workers on the steel plant renovation project and union workers who would have worked on the project had union contracts been honored. USS-POSCO is a joint operation by USX and the South Korean Pohang Steel Corp. to manufacture specialty steel items out of sheet produced in South Korea.

Doctor unions: replacing house calls with union halls?

As more doctors forego traditional private practice to accept salaried positions with health care organizations or hospitals, some half dozen physician unions say they are poised to organize the MDs. Some 25% of all physicians were employed or salaried in 1985, up from 23% in 1983, according to the AMA, and 47% of doctors under the age of 36 were employed, compared to 19% of those over 55. Experts in the field are predicting that the incidence of doctors in salaried positions will increase dramatically over the next decade, providing unions with organizing opportunities. Current estimates are that fewer than 50,000 of the nation's more than 650,000 physicians and dentists belong to labor unions.

Two types of labor organizations have emerged for doctors. The traditional union, which bargains with an employer over wages, benefits and working conditions,

includes such organizations as the Doctors Council, United Salaried Physicians and Dentists, and some units of the National Union for Hospital and Health Care Employees. A second type of organization—the Union of American Physicians and Dentists—represents private practitioners in negotiations with third parties, not on wages and working conditions, but on issues such as insurance, legislation or licensing. But some critics argue that such organizations cannot legally bargain for private practitioners over wages and working conditions, and say medical societies are better able to represent physicians on other issues.

Besides wages—a recent AMA survey found that employed doctors earned an average \$38,000 less than their non-salaried counterparts—union advocates argue that physicians will organize for other reasons. Corporate domination of health care is viewed by some as eroding physicians' ability to make patient care decisions, as is health care cost control legislation. Some critics of unionization question the ethics of physicians unions, while others say that unions can assist doctors in solving grievances before they reach the crisis level.

Catalog lists films and tapes for labor

The AFL-CIO recently published a free catalog which will be of interest to local union officers who want to add some pizzazz to their regular local meetings, audio-visual items which will be of value to apprentices and journeymen alike. It's entitled "Films and Videotapes for Labor," and its a 64-page list of audio-visual programs on such subjects as labor history, women and unions, negotiations, grievances and arbitration, and much more. Most of the material is on 16 mm film. A few films are also available on videotape. A single copy is free by writing for Publication No. 22, AFL-CIO Pamphlet Division, Room 208, 815-16th Street, N.W., Washington, D.C. 20006.

Meany Award to South Korean opposition leader

South Korean opposition leader Kim Dae Jung is the 1987 George Meany International Human Rights Award recipient. He was named by the AFL-CIO Executive Council for his courageous leadership in pressing human rights issues and in seeking democratic reforms in his homeland. Kim discussed such concerns with Federation President Lane Kirkland during his final days in exile in the United States in 1985. Since returning home, he has been placed under house arrest 54 times. The award will be presented during the AFL-CIO convention in October.

APPRENTICESHIP & TRAINING



First General Vice President Lucassen discusses UBC training activities.

On 50th Anniversary of Fitzgerald Act UBC Educators Emphasize Practical Training

On August 17-23 the Eastern Seaboard Apprenticeship Conference held special sessions in Washington, D.C. to commemorate the 50th anniversary of the Fitzgerald Act, which established federal standards for apprenticeship training in the United States.

More than 160 UBC training leaders from East Coast apprenticeship schools joined the conference, and for one day they assembled at the UBC General Offices to discuss their current activities and future plans.

First General Vice President Sigurd Lucassen welcomed them, praising the work of Brotherhood training leaders and the con-

tinued support of many employers and employer associations. He called for continued emphasis on highly-skilled journeymen.

Dennis Scott the UBC's new technical director, in his first address to such a gathering since his appointment, warned that joint apprenticeship and training committees must maintain their practical, hands-on training methods. He noted that many vocational educators have drifted away from the basic concepts of occupational training and have become "academic degree conscience."

"Manipulative, hand-skill processes once

gave way to academic processes or word game presentations with an emphasis on the trainees achieving white collar status," Scott noted. "Academic professionalism became the name of the game . . . All apprenticeship training suffered."

He stressed that JATCs must be careful not to weed out "performance people"—"functional, manipulative applicants who can learn well in a practical sense," but may not be able to perform well in entry tests. He noted that the Brotherhood has a century-old record of accomplishment in apprenticeship training, and this approach to craft education has worked well.

Scott reviewed some of the history of the Brotherhood's training experience since enactment of the Fitzgerald Act. He pointed out that, at times, the amount of money available for instructors from vocational education funding has limited the size of apprenticeship classes.

"There simply was no allowance for boom in the industry," he said. "Slots for apprentices did not increase reflective of industry needs."

He pointed out that in the 1960s local union affiliates began negotiating funds to give greater financial support to training programs. In 1974 the Brotherhood revised its constitution to remove the maximum age limit. This was helpful, but restrictive intake processes and the continued emphasis on academic ability still hampered UBC programs. Since that time, the UBC's apprenticeship and training department has worked diligently to simplify the overall training procedures and this effort continues.

Rhode Island Joint Apprenticeship Committee Graduates 24



The Rhode Island Carpenters Joint Apprenticeship Committee recently graduated 17 carpenter apprentices and seven cabinet maker apprentices. Graduating carpenters included, front, Gerald Jean, Richard Mowry, Richard Paul, Gery Fernandes, Sam Booth.

Back row: JATC chairman Robert E. Hayes, business manager Herbert F. Holmes, William Dohoney, David Salinas, Paul Lander, Richard Sampson, Albert Goyette, Michael Fortin, Business Representatives, Fred Pare and William Forward.



Graduating cabinet makers, front, included Jerry Florio, Eric Ouellette and James Terry.

Back row: JATC chairman Robert Hayes, business manager Herbert F. Holmes, Kent De Graide, Claude Goulet, Business Representatives William Forward and Fred Pare, and David Casey, class instructor. Richard Paul, carpentry, and David Palazini, cabinet making, were named winners in the state contest for outstanding apprentices.

Ontario Provincial Contest Held

The Ontario Provincial Council held its annual carpentry apprenticeship contest at the Woodbine Centre in Toronto, May 14 and 15. Awards were presented at a dinner at the conclusion of the contest. Awards and trophies were presented, including \$1000 to the first prize winner, \$500 to the second placer and \$250 to the third prize winner. Certificates were also presented to members of Local 27 who had recently graduated.



Roy DeHann, Local 27, 1st Place, left, and Sam Pollari, Local 1669, 2nd Place, right.



Chris Vandervies, Local 1256, 3rd Place winner, receives his awards.

THINK METRICS!

I live _____ kilometers from work.
I weigh _____ kilograms.
My height is _____ decimeters.
I wish to own a _____ hectare farm.
My living room is _____ square meters.
The size of my car engine is _____ cubic centimeters.

Here's a quick test for Millwrights and for Canadian apprentices, who must measure metrics.



Safety hats and glasses were presented to contestants by George Nyhuis from Construction Safety Association of Ontario. Receiving hats and glasses were J. McColl, Local 1450, Peterborough; Paul Harding, Local 27, Toronto; Sam Pollari, Local 1669, Thunder Bay; Roy DeHann, Local 27, Toronto; Shawn MacKay, Local 27, Toronto; Dennis Van Alabeek, Local 397, Whitby; Chris Vandervies, Local 1256, Sarnia; and Scott McDullan, Local 27, Toronto.



Journeyman certificates were presented to members of Local 27 at the awards dinner. Front row, financial secretary, Ermens Masaro, Fred Peitsch, Arthur McConville, Doug Blizzard, Neil Barrett and Domenic Garisto.

Center row, Robert Forbes, Government of Ontario Ministry of Skills and Development; Ken Watkins, Avenue Structures; Frank Rimes, business manager, Local 27; Scott McDullan, Cameron Jeffrey; Doug Flowers; Mike York; Dave Strickland; and Jack Apperley, Apperley & Young Construction.

Back row, President Jim Smith, John Moran, Ron Kux, Michael Doge, Sam McCalden, William Armstrong, Business Representative, Ted Burrows, Toronto Construction Association.

Not pictured are Jerry Ash, Gary Bubeloff, Greg Cummins, Gordon Gills, Lary Insley, Lloyd Gaudry, Wayne Jenner, Dean MacInnis, James Madden, John Moran, Carlos Pimentel, Frank Pucaand and Brian Wingfield.

19th Massachusetts Apprentice Contest

The 19th annual Massachusetts State Apprentice Contest was held in Pittsfield, Mass., May 8 and 9. Pictured with the contestants is Board Member Joseph Lia of the first district and trustees of the Massachusetts Carpenters Training Program.

Those participating in the contest were, from carpenters locals, Marc Attarian, Local 41, Woburn; Douglas Aucoin, Local 275, Newton; Thomas Bergeron, Local 33, Boston; Anthony Conceicao, Local 49, Lowell; Jeffrey Costa, Local 535, Norwood; David

DeWitt, Local 218, Boston; Gary A. Gardner, Local 424, Hingham; Christopher Herous, Local 1305, Fall River; Richard LaPierre, Local 111, Lawrence; William E. Lavery, Local 260, Berkshire County; David J. Lomasney, Local 595, Lynn; Ronald S. Martin, Local 107, Worcester; Michael Roy, Local 624, Brockton; and Kenneth Trainque, Local 48, Fitchburg.

Those from the mill-cabinet locals were Joseph Aragona, Local 218, Boston; Daniel Carman, Local 33, Boston; Mark McKenna, Local 67, Boston.

The two contestants from the millwrights locals were Michael P. Camuso and Robert F. Carley both of Local 1121, Boston.



Massachusetts contestants with Board Member Lia and training program trustees.

Minnesota State Declares Winners



The first place winner, Wayne Young, Local 87, of the Minnesota State Contest, is shown above with his father, Mike Young, also of Local 87. The award was presented at 1987 graduation ceremonies.

The Minnesota State Carpentry Apprentice Contest was held this past spring in St. Paul, Minn. The contestants participating in the contest competed during an eight-hour manipulative session based on the PETS concept of multiple skill areas. They were narrowed to a field of nine by use of a written test. First place went to Wayne Young, Local 87, St. Paul, Minn.; second place, Charles Rohr, Local 1644, Minneapolis, Minn.; and third place to Douglas Brandt, Local 1382, Rochester, Minn. Each was presented with a plaque and cash prizes. The awards were presented at the 1987 graduation ceremonies.

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To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

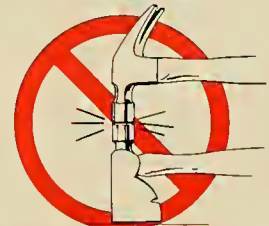
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DON'T strike a hatchet with a hammer!



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DAY'S SCHEDULE

Little Virginia came home from school and said to her mother, "I wish you would let me take my bath in the morning before I go to school instead of at night before I go to bed."

"What difference does it make?" her mother asked.

"Every day at school," the little girl said, "Miss Taylor tells everybody to stand up who had a bath today. And I haven't been able to stand up one time since school started three months ago."

DON'T BUY L-P

SODA JERKS

Question: What do you get when you cross root beer with a milkshake?

Answer: Shakesbeer.

—Chris Rittgers
Son of Troy Ritters,
Local 751, Santa Rosa, Calif.

ATTEND LOCAL MEETINGS



WALK THE WILD SIDE

A little old lady crossed the street against the light and was promptly stopped by a policeman.

"Didn't you see that sign up there?" he asked, pointing to a "Don't walk" sign.

"Oh, THAT sign," she said. "I thought the bus company had put those up."



THIS MONTH'S LIMERICK

A mouse in her room woke Miss Dowd;

She was frightened, it must be allowed.

Then a happy thought hit her:
To scare off the critter
She climbed down from her bed
and meowed.



TOO TRUE

Apprentice: This restaurant's got great grub! I ordered a fresh egg, and got the freshest egg in the world. I ordered a cup of hot chocolate, and got the hottest I've ever had.

Carpenter: Yes, I know. I ordered a small steak.

ADOPT A LUMBER COMPANY

LIGHT DISCIPLINE

Bill: Why does lightning strike people?

Will: Why?

Bill: Because it doesn't know how to conduct itself.

—Boy's Life

BE AN ACTIVE MEMBER

TAX COMPLAINT

IRS agent to businessman: "It's not sufficient, sir, simply to list expenses as 'astronomical' and your income as 'peanuts.' You must ITEMIZE."

—Chicago Tribune

SUPPORT 'TURNAROUND'

PERPETUAL MOTION

Whoever said, "Nothing is impossible," never tried to slam a revolving door.

USE UNION SERVICES

BIBLE BELT

The two women had spent a good deal of the afternoon trying to impress each other with how religious they were. Finally one woman left, and my Aunt Marie smugly turned to Uncle Will, who had been quietly smoking his pipe, and remarked, "You know, Mrs. Sills is a good Christian, but I just believe I live closer to the Lord."

Uncle Will thought a moment, and then replied, "Ain't either of you crowding Him any."

—Reader's Digest



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FACELESS TEETH

Grandpa and Grandma were still asleep when they were awakened by their 3-year-old granddaughter who had stayed the night.

"Grandma! Grandma!" she whispered as she tugged on her grandma's arm.

"What's wrong honey?"

Still whispering she said, "There's teeth in the bathroom without a face."

—Dino M. Colias
Local 1, Chicago, Ill.

BUY UNION * SAVE JOBS

CHANGE OF PACE

Heard about the salesman who became a policeman? He wanted to get into a business where the customer is always wrong.

—Maurice Howes
Local 260
Berkshire Co., Mass.

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

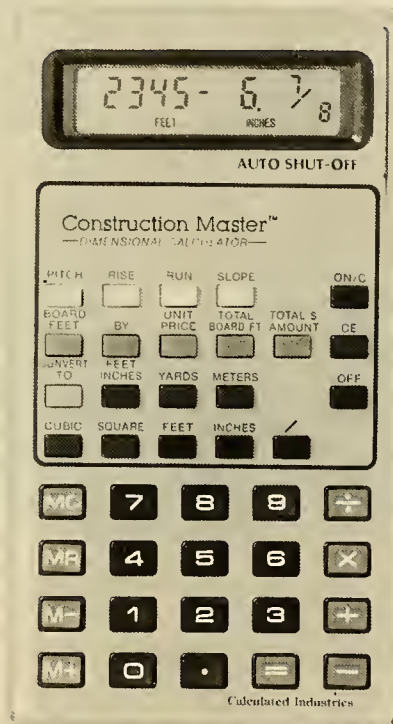
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New calculator solves problems right in feet, inches and fractions. On sale for \$79.95.

includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.

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"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." Robin Logan, Robin Logan, Inc., Salt Pt., NY

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Final 1987 Seminar at Labor Studies Center for Full-time Officers and Business Representatives

The last of three leadership training seminars was held the week of August 2 at the George Meany Labor Studies Center in Silver Spring, Md.

Forty-three local and council officers attended the August seminar.

The seminars are designed to acquaint full-time officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of Second General Vice President John Pruitt, working with Staff Representatives Edward J. Hahn, James Davis, and Ted Kramer.

Participants in the August training seminar and their local or council affiliation are:

Jerrold Alander, Asst. B.R., Local 361, Duluth, Minn.
Joseph M. Ardoin Jr., Asst. B.R., Local 1098, Baton Rouge, La.
Curtis Baker, B.R., Central Indiana District Council, Indianapolis, Ind.
Clifford F. Bembenek, B.R., Wisconsin River Valley District Council, Wausau, Wis.
Thomas R. Bryan, Asst. B.R., Local 829, Santa Cruz, Calif.
John Bullock, B.R., Local 2114, Napa, Calif.
Edward W. Butt, Asst. B.R., Local 627, Jacksonville, Fla.
James S. Campbell, B.R., Kentucky State District Council, Frankfort, Ky.
Richard D. Ciesielski, Asst. B.R., Local 1632, San Luis Obispo, Calif.
Robert B. Cutler, B.R., Central Indiana District Council, Indianapolis, Ind.
Martin Dahlquist, Organizer, Local 1506, Los Angeles, Calif.
Larry Dunn, B.R., Metropolitan District Council, Philadelphia, Pa.
James Harold Dye, B.R., Local 283, Augusta, Ga.
Paul Froehlich, Sp. Rep., Local 563, Glendale, Calif.
Thomas M. Gilbert, Organizer, Detroit District Council, Ferndale, Mich.
James Gleason, B.R., Local 210, Norwalk, Conn.
Charles L. Haggerty, F.S. and B.R., Local 1079, Steubenville, Ohio
Dean E. Hardman, B.R., Washington, D. C. District Council,

Forestville, Md.

James Herrera, F.S. and B.R., Local 1497, Los Angeles, Calif.
Al Honchell, B.R., Local 1205, Indio, Calif.
Robert Jonoski, B.R., Local 930, St. Cloud, Minn.
James L. Kerley, B.R., Local 345, Memphis, Tenn.
Leon Kinchloe, B.R., Local 118, Detroit, Mich.
Garry L. Kinnaman, Rep., Southern Indiana District Council, Evansville, Ind.
Edward R. Krupski, Asst. B.R., Local 1185, Westchester, Ill.
Dana C. Martin, Asst. B.R., Local 906, Glendale, Ariz.
John Martin, B.R., Metropolitan District Council, Philadelphia, Pa.
Michael J. Murphy, Organizer, Detroit District Council, Ferndale, Mich.
Gerry Mannenga, B.R., Northwest Indiana District Council, Demotte, Ind.
Dennis O'Hara, B.R., Metropolitan District Council, Philadelphia, Pa.
Philip Edward Parratt, B.R., Local 2250, Red Bank, N.J.
Gaetano Pigliacelli, B.R., Metropolitan District Council, Philadelphia, Pa.
Garry Playford, B.R., Local 149, Tarrytown, N.Y.
Frank Reynolds, B.R., Local 69, Canton, Ohio
Stanley Soboleski, B.R., Keystone District Council, Harrisburg, Pa.
James L. Stinson, B.R., Kentucky State District Council, Frankfort, Ky.
Edward Szyrwiell, B.R., Local 65, Perth Amboy, N.J.
David C. Talkington, B.R., Central Indiana District Council, Indianapolis, Ind.
Michael H. Tindal, Bus. Mgr., Local 2734, Mobile Ala.
John Tokarek, B.R., Santa Clara Valley District Council, San Jose, Calif.
Robert L. Williamson, B.R., Central Indiana District Council, Indianapolis, Ind.
Bruce A. Wingert, B.R., Central Indiana District Council, Indianapolis, Ind.
Michael Ziegler, B.R., Metropolitan District Council, Philadelphia, Pa.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Number 9 Hammer



Retired member, Johnnie Ogee, Local 2205, Wenatchee, Wash., decided he couldn't lay down his hammer upon his retirement. In order to take it with him during his leisure time, Ogee attached it to his favorite nine iron.

He cut off the shaft and attached a new thumb rest grip. The result: the hammer is always with him. He now "drives" those putts home, and "nails down" a match with ease.

Retired Presidents



Local 1590, Washington, D.C., recently honored two of its retired presidents with plaques bearing symbolic gavels. Making the presentations was Francis Cray, current president and nephew of one of the recipients. Above, Cray presents a plaque to Arthur J. Cray. At left is Jack Murphy, who retired last year because of illness.

Liberty Ship Brings Memories

Last April, *Carpenter* published a picture of a third U.S. Liberty ship named after a former leader of the United Brotherhood—the *Santiago Iglesias*, named for a pioneer UBC and AFL organizer in Puerto Rico.

The picture brought memories to Daniel J. Blascovich, a retired member of Local 287, Harrisburg, Pa., who worked in the Fairfield, Md., shipyard where the *Santiago Iglesias* was built during World War II.

"My prime job was making those ships water tight," says Blascovich. "We had a crew of eight men which made a final inspection for leaks as soon as a ship was launched. Prior to a launching and while a ship was still on the ways, we tested the hull and all the tanks for leaks."

The *Santiago Iglesias* was one of almost 50 that Blascovich "rode overboard" down the ways. It was launched six months before the UBC member was drafted into the U.S. army. Today, Blascovich is a construction specialist in the office of the Mayor of Harrisburg.

Detroit Fish Fry



Fresh caught walleye provided a fish fry at the monthly meeting of the Millwrights 1102 Retirees Club, held at the local union hall in Warren, Mich. Shown here are Joe Varney, retirees George Goga, Jake Martin and Joe Crawford, and Mark Stransky. Varney and Stransky, both active members of Local 1102, volunteered to cook the fish which were donated by retirees Matt Mol-ski, and Earl VanHoy.—Photo by Ron Unternahrer for the Detroit, Mich., Building Tradesmen.

You Don't have to Spend \$10 to 'Preserve' Your Social Security

When President Franklin D. Roosevelt signed the historic Social Security Act into law in 1935, he said it was the cornerstone in a structure being built, but which was by no means complete. Today, with Medicare and other benefits, Social Security represents a family protection plan which assures dignity and security for the elderly as well as lifting the burden of expense and worry from their children.

Or at least that's what everyone believed until a dozen or so direct mail operators discovered how to make millions of dollars by stirring unfounded fear among the elderly.

Tragically, according to congressional hearings, the largest and most notorious of the groups preying on the elderly is headed by FDR's son, James Roosevelt. Critics believe that the National Committee to Preserve Social Security and Medicare is misnamed since its activities may be doing more to undermine and destroy the program than to preserve it.

James Roosevelt, 79, is a former member of Congress. He may be a \$60,000-a-year figurehead chairman of the National Committee judging by the vagueness of his replies under intense questioning by the House Ways and Means Subcommittee on Social Security.

Published reports say the National Committee was created in 1982 and was run by BFC Direct Marketing, formerly Butcher-Forde Consulting. Butcher-Forde initially prospered as a consultant to political conservatives and was criticized for savage attacks on the opposition. It also was consultant for Howard Jarvis's anti-tax groups in California's fight over Proposition 13.

But it was the magic of the Roosevelt

name that pulled in tens of millions of dollars, and James Roosevelt was attacked by angry members of Congress who have been inundated with mail from frightened elderly. The subcommittee said the BFC-Roosevelt operation raised more than \$30 million in 1985 by spending more than 80% of its funds on direct mail to raise more funds.

The Roosevelt group's exploitation of the so-called "notch problem" is by far the most serious issue.

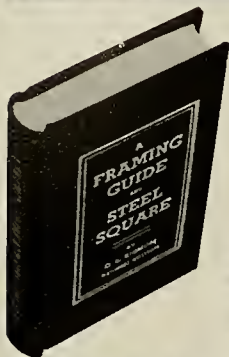
Robert M. Ball, Social Security Commissioner under Presidents Kennedy, Johnson and Nixon, said the big threat to Social Security this year comes from a push by "notch babies" to win higher benefits. He said they were urged on by a "Dear Abby" column and then by Roosevelt, flooding Congress with mail.

Ball said that, in retrospect, it is clear a mistake was made in the 1977 amendments to Social Security in not preventing over-generous payments to some of those who became 62 just before 1977 and who worked after 62. Many born a little later who worked after 62 get lower benefits. To raise benefits for those born later and give them the same accidental hikes would cost \$300 billion over the next 15 years and \$80 billion in the next five years alone, he said.

The dilemma is a real one, Ball said. He said the best answer seems to be to put a higher value on the financial stability of Social Security rather than higher benefits for "notch babies." The traditional mainstream senior citizen groups favor stability, he said, while the Roosevelt group is using the "notch" issue as a key part of money-raising drives. And that's not the only issue

Continued on Page 38

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Recent Contributors to CLIC's 1987 Program

The Carpenters Legislative Improvement Committee, more familiarly known as CLIC, is receiving much needed financial support this year from individual United Brotherhood members who send in the coupon at right with their checks. Among the recent contributors are the following:

Franklyn Wurnhoff, Local 1539 retiree, North Port, Fla.; Herb Ray Jr., Local 1607 retiree, Bellflower, Calif.; Albert J. Lowery, Local 429 retiree, Lometa, Texas; Sigurd Andersen Lipzio, Local 1456 retiree, New York, N.Y.; John Cappelletti, Local 1906 retiree, Upper Darby, Pa.; Dan Donahue, Local 1073, Philadelphia, Pa.; Paul Schwenke, Local 1772 retiree, Boynton Beach, Fla.; Ezra Osterhout, Local 1185 retiree, Bangor, Wis.; R.H. Crawford, Local 36 retiree, Pollock Pines, Calif.; L.C. Hammond, Local 1471 retiree, Jackson, Miss.; William McKernan, Local 769, Sierra Madre, Calif.; Peter R. Moos, Local 584 retiree, Sacramento, Calif.; John H. Donaldson, Local 902 retiree, Bayside, New York City; Roy Johnson, Local 958 retiree, Phoenix, Ariz.; Ernest A. Prince, Local 15 retiree, Hackensack, N.J.; George Athamasopoulos, Local 246, Long Island City, N.Y.;

Yes, I want to help!

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Frank Molzer, Local 1365 retiree, Boca Raton, Fla.; Delbert B. Hamilton, Local 1871 retiree, North Olmsted, Ohio; Sture Peterson, Local 1397, South Daytona, Fla.; Richard E. Higuera, Local 22 retiree, San Francisco, Calif.; M.J. Bayreuther, Local 316 retiree, San Jose, Calif.; Richard Coyro, Local 114, Harper Was, Mich.; Ray Pirlot, Local 250 retiree, Waukegan, Ill.; Michael Corbo, Local 1093 retiree, Naples, Fla.; and Elmar R. Clark, Local 871 retiree, Sebring, Fla.

Help the Kids Play It Safe on Halloween



McGruff the Crime Dog, symbol of the National Crime Prevention Council, expects to "take a bite out of crime" this month by warning children and their parents to be careful of the bad and the ugly on Halloween.

He urges kids to play it safe with the following tips:

- Have your parents or older brother or sister go with you.
- Trick-or-treat only in your own neighborhood on well-lighted streets.
- Throw away any candy or food that is not wrapped by the candy company.
- If there are any suspicious treats, notify the police.

The National Crime Prevention Council, a non-profit organization, is offering bright yellow and plastic trick-or-treat bags through many organizations, this year, which contain the warnings above.

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

TOLEDO, OHIO

Members of Local 248 received service pins at their December meeting for long-standing service. Seated are Henry Topel, 35-year member; Robert Bellner, 40-year member; Ed Krzyminski, 35-year member; Al Voss, 40-year member; Bernard Walker, 40-year member.

Standing from left: Mike Null, business agent; Jim Gedert, 30-year member; Art Yohnki, 40-year member; Leo Mapes, 40-year member; Adolf Ruelke, 30-year member; Bill Dressel, 40-year member; and President Jack Kenney.



Huntington Park, Calif. Picture No. 1



Toledo, Ohio



Picture No. 2



Picture No. 3

Bremerton, Wash.



Bremerton, Wash.—Picture No. 1



Picture No. 4



Picture No. 5



Bremerton, Wash.—Picture No. 6



Huntington Park, Calif. Picture No. 2

HUNTINGTON PARK, CALIF.

Local 3161 recently awarded pins to its 25 and 35-year members at a steward dinner and membership pin award dinner held at the Stevens Steak House.

Picture No. 1 shows recipients of the 25-year pin. Back row from left: Robert Caro, warden and business representative; Gonzalo Barba, business representative and financial secretary; Arthur Sals, president; and Fred Knopp, recording secretary and business representative. Front row: James C. Jones, Melquide Morales, Edmundo Macias and Roberto Valverde.

Picture No. 2 pictures 25-year members. From left: Fred Knopp, recording secretary; and Arthur Said, president. Front row: Robert Caro, warden and business representative; Gonzalo Barba, business representative and financial secretary; Eulalia Rodriguez and Vida Iverson.



NAPOLEON, OHIO

Local 1581, Napoleon, Oh., recently honored Brother Wayne Gunsenhouer with a 50-year pin and lifetime membership card. Pictured above is President Gary Frederick and Gunsenhouer with Gunsenhouer's wife, Freida looking on.

BREMERTON, WASH.

Local 1597 recently presented its members with service pins.

Picture No. 1 shows George LaForce, 40-year member; Michael Doucette, president; and Philip Lyman, 40-year member.

Picture No. 2, Lester Wear, 25-year member.

Picture No. 3 shows Jolley Perdue, 30-year member.

Picture No. 4, Marvin Petite, 35-year member.

Picture No. 5 is 55-year member Sam Linden.

Picture No. 6 shows 20-year members Rodney Miholka and Carl Seidel with President Michael Doucett.

COLUMBUS, OHIO

Local 200 recently honored its members with service pins for the years they have been affiliated with the Brotherhood.

Picture No. 1 shows Larry Sowers, president, with 55-year member Karl Schneider, right. Not pictured is William Weller.

Picture No. 2 shows 50 year members from left: Herbert Thomas, Ed Underwood Sr., Joseph Pasini, Tom Autry and Anthony Horvate. Not present were Henry Boyer, A. R. Peacock, Arthur Ruhl, Frank S. Wright, Ray Dill, Lee Eickemeyer, Orville Fletcher, Clarence Smith, E. B. Steiner and Russell Wolford.



Columbus, Ohio—Picture No. 1



Columbus, Ohio—Picture No. 3



Columbus, Ohio—Picture No. 2



Columbus, Ohio—Picture No. 6



Columbus, Ohio—Picture No. 4

Picture No. 3, from left: James W. Landis, Homer Stewart Jr., Robert Patten, Robert McCreary, Frank V. Pinto and Marcus Long received 45-year pins for their service.

Those receiving 45-year pins but not pictured were Benny Friedman, John H. Landis, Robert Luellen, R.V. Miller, Jarold Spellman, Monroe White, Oliver Dew, Thomas Moore, Monford Scheiderer, Norman Altman, Pearl Azbell, Stanley Bier, Lowell Booth, Zigmond Fuleki, Ross Fuls, Parker Goldrick, Eugene R. Hall, Lawrence Heil, W.E. Kennan, William McFadden, Richard Pabst, George T. Ross Sr. and Henry O. Tubbs.

Picture No. 4 shows those who received 40-year pins. From left, first row, President Larry Sowers, Jack, Brandel, Bechard Carroll, Richard Haas, Thomas Uhl, Matthew Reeves, Paul Wohrle, and Ralph Ames.

Second row: Maurice Verhaeghe, Sam Chadwell, Hoyt Garrison, Walter Miller, Ralph Heil, Lane Land and David Turner.

Third row: Ovid R. Fee, Belford Winigman, Chester Allen, Walter Feltman, John Motil, Robert Luft and Ralph Windle.

Fourth row: Millard Wolfe, Glen Tipton, Warren McClain and Business Agent Ed Layton.

40-year members not pictured are Robert Smith Sr., Ezra Flora, Harold McCreary, George McNamer, Earl Weaston, Dewey Boggs, Arthur

Cheesbrew, Thomas Davis, Herbert Dusz, Don Fleck, Dwight Gill, Carson Harrington, Heber McClaskey, Ransom Meade, Walter Rodenfels, Howard Westkamp, Walter Wyckoff, Eugene Butler, Robert McConnell, Martin McDonald, Clifford Molt, Dakota Adams, Roy Bullock, Francis Claypool, William Doss, Francis Faivre, Ralph Fleck, Daniel Grubb, Richard Helsel, Kenneth McDaniel, John Pickens, Kenneth Sater, William J. Williams, James Dillon, Gerald McCormick, Thomas McGuire, V.E. Puckett, Kermit Barrett, Willie Cash, Charles Crawford, Parker Dunigan, Harold Ferko, Stanley Folk, Eugene Hall, George Kautz, Leslie Malone, Amos Radu, George Swisher and Lawrence Wolford.

Picture No. 5 shows 35-years members honored. First row: President Larry Sowers, Financial Secretary Delbert Baker Sr., O.C. Coward, Archie Endicott, William Baxter, James T. Guinsler, Ralph Wyckoff, Kimball Clayton and Business Agent Glenn Smith.

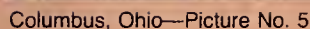
Second row: Louis Jones, Elijah Rowe, Eldon Lechrone, Daniel Zimmerman, Richard Kline, Paul Gibson, Leland Wilkins, Richard McCarty, John Hill and Delbert Clark.

Third row: John Chenko, Jerry Eckels, Dale Schwartz Jr. Alan Wilson Jr. Cecil Moore, John Taras, Melvin Burchett, Dragon Vukovich and J.E. Collier.

Those receiving pins but not photographed: Joe S. Carpenter, Raymond Frutchey, Walter E. Smith, Virgil Ballard, Leroy Kettler, Milton Mattic, Willard Thacker, E. L. Williams, Elmer Baugess, William Boswell, Max Craiglow, Francis E. Haas, Robert Jarvis, Wayne McKibben, Lawrence Mouser, James B. Rogers, Owen Shaw, Harry Sigler, Arnold Taylor, Edwin B. Davis, Max Gibboney, Wilbur Valentine, Harold Dunn, James Kirk, Vincent Melaragno, Ovid Timmons, William Adams, Janice Bernans, Robert Broyles, Willis Flowers, Robert Heasley, Raymond Knoch, Leslie Meenach, Milo Newton, Lloyd Ross, William D. Sheets, Charles C. Smith, Louis Viol, Hobart H. Edwards, Earl Roach, Richard Waller, William R. Kellett, Virgil Lloyd, Thomas Stone, Raymond Westkamp, Thornton Arthur, Earl Berry Jr. Price Bush, Raymond Fritchlee, Walter Hettinger, George McCreary Sr., Leo Merz Jr., Richard Plummer, James Schirtzinger, Robert Shultz, William Spangler and Alvin Whitt.

Picture No. 6 shows from front row left those receiving 30-year pins. President Larry Sowers, Robert Burns, Alfred Granson, Robert Mayes, Gene McDonald and Business Agent Glenn Smith.

Second row: Leroy Richardson, Don





CHARLESTON, W.V.

Local 1207 recently awarded its members of 25 years or more of service with pins at a pin award dinner held in the union hall. Members receiving pins include, front, Lester Durham, 25 years; Paul Lawrence, 40 years; David Armstead, president; Corbet Samples, 45 years; and Charles Nelson, 35 years.

Second row: John L. Jarrett, district council secretary; Delmer Pegram, 40 years; E.T. Monroe Jr., 50 years; and Robert Sutphin, business representative.

Third row: Jennings Martin, 50 years; Jimmy Higginbotham, 25 years; David Monroe, 40 years; Ernest Toth, 30 years; and Everett Sullivan, general representative.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001



Windsor, Ont.—Picture No. 6

WINDSOR, ONT.

A banquet was recently held by Local 494 to honor its members with longstanding service to the Brotherhood. The awards were presented by Bill Stefanovitch, retired 9th district board member, to brothers with membership ranging from 25 to 50 years of service.

Picture No. 1 shows from left Ian Logan, past business representative; Earl McLaughlin, 50-year member; Bill Stefanovitch and Jim Caron, business representative. In addition to his membership pin, McLaughlin was presented with a commemorative plaque.

Picture No. 2 shows Joe Biringar, 45-year member.



Picture No. 2

Picture No. 3 shows 40-year members Fred Legebrow, Joe Novosad, Tony Shery, Retired Business Representative Ian Logan, Harold Harris and James Filipov.

Picture No. 4 shows 35-year members. Seated are Luigi Delorenzo, Les Wiley and John Wynarchuk. Standing are Guido Gobbo, Ed Fenton, George Budrewicz, Mathias Lafleur, Oscar Mineau and Lloyd Montforton.

Picture No. 5 shows Ray Jaarsma, Vince Diduca and Leo Kouzyer, who were awarded 30-year pins.

Picture No. 6 shows recipients of 25-year membership pins. Left are Alois Steinwender, Frank Chartrand, Emmett Kameka, Adam Knebl, Antonio Maceroni and Sam McDermid.



Windsor, Ont.—Picture No. 5



Windsor, Ont.—Picture No. 1



Windsor, Ont.—Picture No. 3



Windsor, Ont.—Picture No. 4

PALM SPRINGS, CALIF.

Local 1046 honored some of its members with service pins recently for their years with the Brotherhood.

Picture No. 1, Oscar Berg, 60-year member at the entrance to the local hall.

Pictures No. 2 and 3, Charles Durkee and Roy Duncan, 45-year members.

Picture No. 4, Meyer Katz was honored as the oldest member, with 73 years of service.

Picture No. 5, shows 40-year members John Magera, Norman Mikkelson, James Zaloudek, Robert L. Smith, Milbert Cameron, Joe Prieto, Mike Maloff and Robert Blalock.



Palm Springs, Calif.—Picture No. 2



Palm Springs, Calif.—Picture No. 3



Palm Springs, Calif.—Picture No. 1



Palm Springs, Calif.—Picture No. 4



Maloff



Blalock



Magera



Mikkelson



Zaloudek



Smith



Cameron



Prieto

PITTSBURGH, PA.

A special meeting was called by Millwrights Local 2235 to honor Eugene "Larry" King for his 50-years of service to the Brotherhood. He was presented with his pin and a gold membership card. Pictured here are Business Manager Ray Mitchell, King and President Paul O'Donnell.



Pittsburgh, Pa.



Wildwood, N.J.

MANHATTAN, KAN.

At a regular meeting Local 918 honored its members with longstanding service to the Brotherhood. Standing in front are 45-year member Wayne Schurle, 25-year member Floyd Albrecht, 30-year member Leonard Bremer. Back row, 15-year member Larry Shubert, 25-year member Gary Hudson and 35-year member Everette Volpert.

Honored but not pictured were 45-year members Walter Brannan, Chris Schmidt and Herbert Spittles; 40-year members Blaine Erickson and Emmett Hubbard; 35-year members Glenn Allen, Warren Cameron, James Laughlin, Clarence Ott and Adam Shoendaller; 30-year members Clarence DeWitt and Austin Olson; 25-year members Harold Lantz and Elmer Lesline. 20-year members Dale Cox, Milo Marston and Ennis Niswanger.



Manhattan, Kan.

WILDWOOD, N.J.

Local 1743 recently celebrated its 82nd anniversary with a banquet and pin presentation. Those receiving year pins from Treasurer Ed Land, left, were James Brawn Jr. and James Nash.



Morton, Wash.
Picture No. 3



POUGHKEEPSIE, N.Y.

Local 203 recently honored two of its 50-year members with plaques. Andrew Fedorchak (left) joined the Local 117 in January 1937. He transferred his membership to Local 203 in 1952. William Korber, right, joined Local 203 in February 1937 and served as financial secretary for 18 years.



Morton, Wash.—Picture No. 1



Morton, Wash.—Picture No. 2

MORTON, WASH.

The Lumber and sawmill workers union local 2767 recently honored some of its members in a pin presentation. Pins were presented to the members by Western Council staff representative Charles Peterson.

Picture No. 1: Front, 25-year members Box Muir, Willie Guffey, Hellen Glidewell, Jim Pierson, Charles St. Clair, Robert Redfield, Bill Stevens and Jesse Bridges. Back row, Jim Cline, Joe Lindberg, Bryon Compton, Elmer Wingerter, Roy Rakes and William Jacobson.

Picture No. 2: Members receiving 35-year pins include, front, Harry Belcher, Ralph Sawyer, Hubert DeRossett, Luen Nanney, Howard Hillstrom, Ed Robbins and Delmar Smith. Back row, Ray Rankin, H.C. Temple, H.C. Smith, Frank Sanders, Delbert Self, Jodie Bridges and Lawrence Randall.

Picture No. 3: Members receiving 40-year membership pins were Cecil Rhoades, Frank Klassy, Wade Mills, Cliff Clark, Ted Smith, Leonard Clevenger, John Larter and Ivan Stout.

Picture No. 4: Albert Suter, 45-year member; Ray Reed, 40-year member; Paul Reed, 40-year member; W.L. Carbaugh, 45-year member; and Jim Daly, 45-year member.

Picture No. 5: Eugene Smith, James Sill, Orville Lilloren, Lawrence Smith and Charles Metcalf received 50-year pins.



Morton, Wash.—Picture No. 4



Morton, Wash.—Picture No. 5

in memoriam

The following list of 641 deceased members and spouses represents a total of \$1,104,102.73 death claims paid in July 1987; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Arthur F. Sron, Florence Tracy (s), Lorraine Ingalls (s), Michael S. Gasperi, William R. Caspers.
- 2 Cincinnati, OH—Edward Eston Britain.
- 3 Wheeling, WV—Albert F. Baker.
- 4 Davenport, IA—August F. Voss, Eldridge Nelson, Peteris Mezinskis, William Weiman.
- 5 St. Louis, MO—Francis J. Klavertkamp.
- 6 Hudson County, NJ—Arthur B. Rubenstein, Daniel J. Vesper, Peter Altamirano.
- 7 Minneapolis, MN—Oscar E. Bergstrom.
- 8 Philadelphia, PA—Herbert K. Dyer, Jack Nurmi, Martin M. Hancharick.
- 9 Buffalo, NY—John C. Loomis.
- 10 Chicago, IL—Robert J. Bokodi, William F. Kent.
- 11 Cleveland, OH—Edward Kantor, Eva Ross (s), Mary C. Zedaker (s), Roscoe Johnson.
- 12 Syracuse, NY—Henry C. Kiefer.
- 14 San Antonio, TX—Leslie L. Teague.
- 15 Hackensack, NJ—Lester G. Schmucker, Peter Goedhart.
- 16 Springfield, IL—Ford T. Spann, William Whitlock Sr.
- 17 Bronx, NY—Alberto Conte, Catherine Bica (s), Gustav Akeson, James Alfonso.
- 18 Hamilton, Ont, CAN—Joseph Kanjo.
- 22 San Francisco, CA—Albert Frederick Cochele, Cloy R. Epps, Henry Zabriskie, Maurice Reid, Ransom Fred Duncan.
- 24 Central CT—Jeanne Roy (s), Louis Murray.
- 27 Toronto, Ont, CAN—Andrew K. Tang, James McLaren, Joseph Gerald Magill, Vittorio Vietri.
- 31 Trenton, NJ—Anthony A. Garefino, Robert L. Schumann.
- 33 Boston, MA—Daniel E. Lyons, Eleanor M. Small (s), Harold B. Brooks, Harry B. Long, Ralph O. Specht.
- 34 Oakland, CA—Richard D. Wells.
- 35 San Rafael, CA—Leo Clifton Beers.
- 36 Oakland, CA—Robert R. Griebel, Victor Young, William G. Dahlgren.
- 40 Boston, MA—Bernard O. Hosang, Daniel F. Cameron.
- 42 San Francisco, CA—Ivar Aarstad.
- 43 Hartford, CT—Richard S. McGill, William Sharkey.
- 44 Champaign & Urbana, IL—Betty Maxwell (s), Earl Leland Johnson.
- 47 St. Louis, MO—Charles D. Kelp, Frances R. Melton (s), John Fontana, Virginia F. Gassel (s).
- 49 Lowell, MA—Lillian M. Drew (s), Marie Anne Sawyer (s).
- 50 Knoxville, TN—Dewey M. Nelson, Samuel C. Matthews.
- 51 Boston, MA—Frank Pizzano.
- 55 Denver, CO—Charles Butterfield, Nancy Gay Harrison (s), Virgil V. Pyle.
- 56 Boston, MA—John A. Dearn.
- 58 Chicago, IL—Addison Gibbs, August Anderson Sr., Conrad T. Kuitunen.
- 61 Kansas City, MO—Charles Van Collins, Ina F. Hieronymus (s), Rolland R. Cooper.
- 64 Louisville, KY—Grant Metcalf.
- 65 Perth Amboy, NJ—William Maussion.
- 66 Olean, NY—Jesse L. Cummings.
- 74 Chattanooga, TN—Frances Christine Sullivan (s), James Marvin Smith.
- 76 Hazelton, PA—George J. Dusheck.
- 80 Chicago, IL—Joseph A. Juhasz, Marie Halbrendt (s).
- 83 Halifax, N.S., CAN—Beatrice May Hemeon (s), Henry Hatt.
- 88 Anaconda, MT—Joyce Ann Mason (s).
- 94 Providence, RI—Anne Shallicross (s), Lemuel MacDonald, Louis P. Dumas, Russell Pratt.
- 101 Baltimore, MD—Harley W. Fellom.
- 104 Dayton, OH—Eston Miller.
- 105 Cleveland, OH—Frank Diaz Deleon, William Joan Tretzer (s), Michelangelo Caticchio, William J. Toth.
- 106 Des Moines, IA—Wilbert P. Babcock Sr.
- 108 Springfield, MA—Rudolph S. Desjarlais.
- 109 Sheffield, AL—Fred Brown Isom, Grace P. Rhodes (s), Rufus E. Herring.
- 110 St. Joseph, MO—Gordon L. Gill, Richard M. Kretzer.
- 112 Butte, MT—Mitchell V. Rosa.
- 114 East Detroit, MI—Andrew Macek, Eddie Byrd.
- 115 Miami, FL—James A. White.
- 118 Detroit, MI—David W. Anderson, Donald M. Beninger, Frank Drain, Hugh Ward, Louis G. Bernier, Marlin C. Green, Ray C. Sweitzer, Robert T. Fairgrieve, William R. Robinson.
- 123 Broward County, FL—Ann Marie Culp (s), Carl J. Durso, Sophia B. Laroche (s), Willard Wilhowsky.
- 124 Passaic, NJ—Catherine Boscarino (s), Sam Casteline.
- 125 Miami, FL—John E. Nugent, Parthenia C. Vance (s), Stanley P. Mowat.
- 131 Seattle, WA—Christian O. Olson, Donald M. Leikness, Mary Lou Fordham (s), Merlin Radke, Merritt Spugnangle.
- 132 Washington, DC—Alvin L. Sherbert, Bernard E. Partlow Jr.
- 135 New York, NY—Jerry Krajewski, Jose Mario Ramos.
- 140 Tampa, FL—Carolyn B. Smith (s), Leonard E. Wilt Sr.
- 142 Pittsburgh, PA—Albert Lander, Bernadine A. Zipay

Local Union, City

- (s), Clarence Kromer, Marion Black (s), Walter J. Banaszewski.
- 144 Macon, GA—Joe Almond McGowan, Norman G. Wolfkill.
- 153 Helena, MT—Robert Dawson Abel, Robert F. Moe.
- 155 Plainfield, NJ—Frances M. Huff (s), Nicola Di-Marcello.
- 162 San Mateo, CA—Clarion O. Paulson, Fred C. Hagen.
- 166 Rock Island, IL—James E. McGuire, Lillie C. Ludwig (s), Mildred P. Flowers (s), William H. Munson.
- 171 Youngstown, OH—Richard L. Beagle.
- 182 Cleveland, OH—Elizabeth Sepper (s), Floyd D. Miller, Herbert W. Young, John Spevak.
- 183 Peoria, IL—Charles L. Wagner, Jesse R. King.
- 189 Quincy, IL—Raymond Brinkman.
- 199 Chicago, IL—Delos Miller, John Bergstrom, John M. Pytlak, William F. Brattstrom.
- 200 Columbus, OH—Eugene R. Hall, William Ernest Kennan.
- 201 Wichita, KS—Dona Fay Fredrick (s), Karen Joy Dick (s).
- 210 Stamford, CT—Alex Nakoneczny, Clara Massaro (s), Frank J. Sproch, Joao Frazao, Joseph R. McNegus, Vincent Perillo.
- 211 Pittsburgh, PA—James Stamos, Robert N. Young.
- 223 Nashville, TN—Erney C. Finch, Hubert B. Prince, James Alexander Brooks Sr., Mildred Gibbs (s).
- 225 Atlanta, GA—John H. Thompson.
- 230 Pittsburgh, PA—Jacob Soeder, Nick Kovach.
- 232 Fort Wayne, IN—Rex Wayne Merriman.
- 235 Riverside, CA—Alfred Amos Henry, Jose Delaluz Arzate Sr.
- 244 Grand Jct, CO—Donald A. Hall, Russell James Holder, Willy Ohm.
- 246 New York, NY—Andreas Heller, Sverre Ofte.
- 247 Portland, OR—Glen L. Getchell, Henry F. Pontious, Joe R. Dehart, Rudolph Earlson.
- 248 Toledo, OH—Albert Otto Lietzke, Chester Jadwisjak.
- 254 Cleveland, OH—Myrtle M. McCormick.
- 257 New York, NY—John Krulish.
- 261 Scranton, PA—Dominic Capelloni, Leon Toms.
- 264 Milwaukee, WI—Frank C. Janik, Gordon W. Wolf, Mervin Sharpe.
- 267 Dresden, OH—Otto L. Parrish.
- 269 Danville, IL—Virgil L. Ferrante.
- 272 Chicago Hgt, IL—Arnold Gustavson, Richard A. Kowallick.
- 275 Newton, MA—James A. Mackay Sr.
- 278 Watertown, NY—Lewis Clark.
- 280 Niagara-Gen&Vic, NY—Floyd M. Eddy.
- 287 Harrisburg, PA—Carl C. McGee, Charles B. Baker, Franklin A. Shireman, Julia M. Berry (s), Mac B. Peifer (s).
- 296 Brooklyn, NY—Andrew Nilsen, Leroy Moultrie.
- 304 Denison, TX—Myrtle Lee Taylor (s).
- 311 Joplin, MO—Charles Clair Owens, Robert N. Ludy.
- 314 Madison, WI—Donald McCance, Selma Oliverson (s).
- 316 San Jose, CA—Harry S. Araki, Mark W. Hinz, Raymond Mason.
- 319 Roanoke, VA—Walter B. Chandler.
- 329 Oklahoma City, OK—Elmer Ray Burgess.
- 334 Saginaw, MI—Frank A. Mueller, James F. Miller.
- 335 Grand Rapids, MI—Venard Clifford Duval.
- 344 Waukesha, WI—Adolf Buss, Henry Gritzmacher, Roy J. Bomier.
- 345 Memphis, TN—Cleveland Esta Barbee.
- 348 New York, NY—Angelo Cirilli, John Provisiero, Roy Srikstad, William P. Donohue.
- 354 Gilroy, CA—Raymond E. Shields Sr.
- 356 Marietta, OH—Raymond C. Teaford.
- 357 Draffenville, KY—James E. Hurt, James Robert Turner, James U. Jones, Olus B. Waldrop.
- 359 Philadelphia, PA—John J. Foley, Samuel B. Jones.
- 369 N Tonawanda, NY—James A. Cullen Sr., John J. McDonald, Juzef Szychowski, Sidney E. Lovell.
- 370 Albany, NY—Alice Fowler (s), Stephen Boniewski.
- 374 Buffalo, NY—Melvin E. Felger.
- 377 Alton, IL—Winston A. Hoy.
- 379 Texarkana, TX—Cora Copeland (s).
- 393 Camden, NJ—Edward F. Hengy.
- 400 Omaha, NE—John S. Szczepanowski, Leonard G. Labs, Thomas E. Heavican.
- 403 Alexandria, LA—Elza Hebert.
- 422 New Brighton, PA—Peter Kaser, Steve Galco.
- 429 Arlington, TX—Essie Lorena Rich (s), Leonard P. Tharp.
- 433 Belleville, IL—Doc R. Todd, Harvey F. Kreutzer.
- 434 Chicago, IL—Ambrose Gall.
- 453 Auburn, NY—Michael Bolak.
- 454 Philadelphia, PA—Willie H. Cooke.
- 458 Clarksville, IN—Ruby E. Allen (s).
- 462 Greensburg, PA—Robert J. Stouffer.
- 470 Tacoma, WA—Earl R. Aune, Elmer Jackson Endicott, Harry Crask, Howard Quinn, Lauren L. Shafer.
- 472 Ashland, KY—Ermon H. Bradley, Joshua Erwin.
- 475 Ashland, MA—Joseph R. Grimmer, Russell Keisling, Thomas J. Morrissey.
- 494 Windsor, Ont, CAN—Oscar Charron.
- 496 Kankakee, IL—Eugene S. Rettko.
- 502 Port Arthur, TX—Lenwood Austin Sr., Upton R. C. Trapp.
- 503 Lancaster, NY—Andrew Lee Barnes.
- 512 Ann Arbor, MI—August O. Feldhauser.
- 514 Wilkes Barre, PA—Daniel Miller, Frank Shatrowsky, Ivan H. Covert, John J. Endrusick, Leon

Local Union, City

- Chmura, Paul Markiewicz.
- 515 Colo Springs, CO—David Ross Starritt Sr., Julia E. Ricker (s), Lloyd Francis George, Opha Marie Replge (s).
- 527 Nanaimo, BC, CAN—Merlin A. Brewer.
- 528 Washington, DC—Fred B. McAleer.
- 541 Washington, PA—Ruth Watts (s).
- 543 Mamaroneck, NY—Mabel Piacente (s), Mary Olsson (s).
- 548 Minneapolis, MN—John E. Lemmon.
- 551 Houston, TX—Fred Thomas Bausch, Oliver Paul Jeter, Peter Milton Kring Jr., William L. Johnson, William Oscar Treadwell.
- 562 Everett, WA—Clarence B. Thompson, Emmett B. Larson.
- 563 Glendale, CA—Bernard D. Camp, Irvin W. Daffern.
- 569 Pascagoula, MS—Otis Fadio Bass.
- 576 Pine Bluff, AR—Bonnieta L. Towles (s).
- 579 St John, NE, CAN—Eldon Gray.
- 586 Sacramento, CA—Andrew Anderson, Dorothy E. Yocum (s), Gloria Massi (s), John Mueller, Richard Blackburn, Virgil D. Rogers, Wilma F. Wilhelm (s).
- 599 Hammond, IN—Rose B. Graham (s).
- 600 Lehigh Valley, PA—Edward W. Hunsicker, Vincent C. Daniels.
- 602 St. Louis, MO—Henry Garavaglia.
- 606 VA Eveleth, MN—Lawrence Arthur McCreery, Sulho Eric Norri.
- 607 Hannibal, MO—Fred Willard.
- 613 Hampton Roads, VA—Clyde Ferebee.
- 620 Madison, NJ—Thomas Joseph Krebs.
- 622 Waco, TX—Otto Jason Sullenberger.
- 626 Wilmington, DE—Arthur Troiani, Harry F. Fry, W. Calvin Clay.
- 627 Jacksonville, FL—Dorthula P. Taylor (s), Emmet E. Ward, Fred Joseph Nadeau.
- 636 Mt. Vernon, IL—Elmer E. Lowry, Eunice Clara Jones (s), Evan Hampton.
- 639 Akron, OH—Konrad Wascher.
- 644 Pekin, IL—Desiree Yerly, Herman C. Green.
- 654 Chattanooga, TN—Catherine M. Hixson (s), Eva Viola Woodfin (s).
- 660 Springfield, OH—Ruth M. Runyan (s).
- 665 Amarillo, TX—Alfred Hickmott, Elvin E. Sample.
- 668 Palo Alto, CA—Elmer D. Noll, Henry A. Harrison.
- 678 Dubuque, IA—Jean Denlinger (s).
- 698 Covington, KY—William Johnson.
- 701 Fresno, CA—Oscar L. Fearing.
- 703 Lockland, OH—Jeanne Young (s).
- 710 Long Beach, CA—Arthur L. Emfield, Claude G. Harding, Frank Smith, Lawrence Evans.
- 714 Olathe, KS—James W. Hicks, Robert E. Bibb.
- 721 Los Angeles, CA—John Sollmann, Orville W. Ellis, Roberto Carrillo, Rubin Zalman Schindler, Virginia Ruth Camu (s).
- 739 Cincinnati, OH—Jerome McCarthy.
- 740 New York, NY—Stanley Olson.
- 742 Decatur, IL—Lila Elizabeth Hamilton (s).
- 743 Bakersfield, CA—George U. Aho, Walter Bronson.
- 745 Honolulu, HI—Benny Savedra, Leonard William Carlson, Yutaka Daimon.
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- 751 Santa Rosa, CA—Henry Salisbury.
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- 815 Beverly, MA—Marjorie Cronin (s).
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- 829 Santa Cruz, CA—Earl H. Bromert.
- 839 Des Plaines, IL—Neil Kelso, Paul Lomax.
- 840 St John, NB, CAN—David Bennett.
- 844 Canoga Park, CA—Charlie Wright, William Tadlock.
- 845 Clifton Heights, PA—Hugo Link.
- 857 Tucson, AZ—Frank Sandoval Linarez Sr., Russell Hamilton.
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- 1027 Chicago, IL—Gunhild H. Nelson (s), Harold Myklebost, James R. Olliges Jr.
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Local Union, City

1042 Plattsburgh, NY—Florida M. Huscureau (s).
 1052 Hollywood, CA—A. Robert Erickson, Fred Hans Christensen, Leroy Reynertson, William M. Lett.
 1053 Milwaukee, WI—Gottfried Wiederhold.
 1062 Santa Barbara, CA—Edward J. Barbere, Giulio Simonetti, Jon A. Bjornen.
 1065 Salem, OR—Charles Fennimore.
 1067 Port Huron, MI—Gordon L. Johnson.
 1078 Fredericksburg, VA—Harry H. Bradshaw.
 1080 Boonville, IN—Robert F. Baker.
 1098 Baton Rouge, LA—Berl L. Lentz, G. L. Grimes.
 1100 Flagstaff, AZ—Samuel Hoyt Anderson.
 1104 Tyler, TX—Sam Wesley Davis.
 1108 Cleveland, OH—Leroy Amey, Perce Melhuish.
 1109 Visalia, CA—Abe Peter Pankratz.
 1113 San Bernardino, CA—Fred F. Jenkins, Ruby Taylor Hill.
 1138 Toledo, OH—Joseph Zugay, Robert Riley Secrest.
 1140 San Pedro, CA—Dorothea Juanita Bolin (s).
 1147 Roseville, CA—Floyd Elizabeth Love (s), Jack H. Lindsay, Onia Mae French (s).
 1151 Thunder Bay, Ont. CAN—Louis Joseph Beaupre.
 1153 Yuma, AZ—Charles M. Noland.
 1164 New York, NY—Karl Giebe.
 1185 Chicago, IL—Johanna C. Hugo (s).
 1192 Birmingham, AL—Ella Mae Simpson (s).
 1205 Indio, CA—Gerhard W. Gentsch.
 1216 Mesa, AZ—Theresa M. Konopka (s).
 1227 Ironwood, MI—Paul R. Joki.
 1235 Modesto, CA—Roy M. Spurlock.
 1245 Carlsbad, NM—Francisco G. Rocha.
 1256 Sarnia, Ont., CAN—Aristide Devin.
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 1307 Evanston, IL—Harold B. Anderson.
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 1411 Salem, OR—Joseph S. Flowers.
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 1487 Burlington, VT—Helen Davis Murray.
 1490 San Diego, CA—Ralph D. Singletery, Robert Lewis Taylor.
 1495 Chico, CA—Carl Taylor Purcell, Otto William Koch.
 1497 E. Los Angeles, CA—Albert Garcia.
 1506 Los Angeles, CA—Karen Gail Robinson (s).
 1507 El Monte, CA—William W. Wayne.
 1529 Kansas City, KS—Adam Edward Rider, Johnnie C. Bowman.
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 1539 Chicago, IL—Frances Kaplan (s), William C. Osborn.
 1554 Miami, FL—Juan E. Iglesias.
 1564 Casper, WY—Doris Jean Remsburg (s).
 1571 East San Diego, CA—William L. Bartholomew.
 1590 Washington, DC—Arthur E. Anderson.
 1597 Bremerton, WA—Clarence E. Dewitt.
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 1839 Washington, MO—Bessie Louise Davis (s).
 1846 New Orleans, LA—Claude Barlow, Edward M. Riley, Elden L. Nunez.
 1849 Pasco, WA—Arthur Woffinden, Howard W. Day.
 1856 Philadelphia, PA—William Snow.
 1889 Downers Grove, IL—William P. Howell.
 1906 Philadelphia, PA—Dorothy Landis (s).
 1913 Van Nuys, CA—James L. Roberts, James W. Hudson.

Local Union, City

1921 Hempstead, NY—Antoinette Grace Sibel (s), Henry Moje.
 1931 New Orleans, LA—Joseph A. Saltalamacchia.
 1976 Los Angeles, CA—Bernie Andry Jr.
 1987 St. Charles, MO—Fred E. Cooley.
 2006 Los Gatos, CA—Everett Burtcher.
 2018 Ocean County, NJ—Walter F. Defrehn Jr.
 2020 San Diego, CA—Jack B. Chappell.
 2046 Martinez, CA—Clara O. Cooper (s), Esther Thut (s), George E. Matthews, Gilbert C. Lujan.
 2068 Powell Riv. BC, CAN—Ernest W. Micks.
 2077 Columbus, OH—George S. Shifflet.
 2078 Vista, CA—Terry C. Gilman.
 2172 Santa Ana, CA—Dolores V. Ortiz.
 2203 Anaheim, CA—Joseph S. Hagye.
 2222 Goderich, Ont. CAN—George A. Nicol.
 2232 Houston, TX—Acie Alexander Walding, Clarence A. Wilhelm.
 2248 Piqua, OH—Paul D. Felver.
 2250 Red Bank, NJ—Alpha Durant (s), Irene Wilson Goff (s).
 2262 St. John NB CAN—John W. Phillips.
 2265 Detroit, MI—Joseph Raulinavich Jr.
 2274 Pittsburgh, PA—Russell Kammerdiener.
 2287 New York, NY—Nicholas Martin.
 2288 Los Angeles, CA—Daisy L. Bennie (s), Martha E. Burciaga (s).
 2323 Nonon, IN—Karen Hirt.
 2337 Milwaukee, WI—Elmer E. Schultz.
 2344 Merrill, WI—Wilbur Paul Howard.
 2361 Orange, CA—Jerry Lou Lang (s).
 2398 El Cajon, CA—Gerald D. Perkins, Will Rogers Yost.
 2404 Vancouver, BC, CAN—Arne C. Anderson.
 2416 Portland, OR—Jerome L. Hiersche.
 2431 Long Beach, CA—Stephen Riley Cunningham.
 2435 Inglewood, CA—Kathryn Grace Rainey (s).
 2436 New Orleans, LA—James B. Williams.
 2477 Santa Maria, CA—Dean J. Chrest.
 2486 Sudbury, Ont., CAN—Walter Grabowski.
 2534 Texarkana, TX—Stewart Harold Gaines.
 2608 Redding, CA—Federico Dalcanton.
 2633 Tacoma, WA—Edward Morrison.
 2667 Bellingham, WA—Hela Case, James Harris.
 2693 Pt. Arthur, Ont., CAN—Lawrence Carr.
 2739 Yakima, WA—Norman R. Prine.
 2761 McCleary, WA—Louie Terrell, Verlinda Wheeler (s).
 2767 Morton, WA—Martin M. Ragan.
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 2949 Roseburg, OR—Emerald Charles Brunette (s), Oswald A. Kuester.
 2961 St. Helen, OR—Colonel E. Schock.
 3054 London, Ont. CAN—Leonard N. McLeod.
 3074 Chester, CA—Alonzo Seals Jr.
 7000 Province of Quebec LCL I34-2—Arthur Messier, Claire Perraault Dusseault (s), Olavi Tissari.

Excess Sugar

Continued from Page 16

your own to reduce the sugar in foods you prepare. Make the reduction gradually until you've decreased sugars by one-third or more. Experiment with spices such as cinnamon, cardamon, coriander, nutmeg, ginger and mace to enhance the flavor of foods. Use home-prepared items containing less sugar than commercially prepared ones.

● At the table: Use less of all sugars, including white and brown sugar, honey, molasses and syrup. Choose fewer high-sugar foods such as baked goods, candies and sweet desserts. Reach for fresh fruit instead of a sweet for dessert or when you want a snack. In coffee, tea, cereal or fruit, first use half as much sugar and then see if you can cut back more.

Social Security

Continued from Page 29

which angers members of Congress.

"Unscrupulous lobbyists like James Roosevelt are preying on senior citizens across the country," declared Senator Albert Gore Jr. (D-Tenn). He called the National Committee "a menace and a sham." Last year, Gore said, "Roosevelt used phony congressional stationery to send letters to millions of elderly Americans, claiming that Social Security and Medicare programs were in jeopardy. After reading his letter, one woman called my office and asked if 'everyone who was on Social Security had to send in \$10.'" Gore charged that "Roosevelt chiseled \$10 million out of frightened senior citizens in 1984 alone."

Gore said James Roosevelt has launched a new mail campaign "that stoops lower than ever." Gore said Roosevelt claims in the letter that he enclosed a one-dollar bill that he would like the recipient to return along with an extra contribution.

"But, of course, my constituents tell me, there is no dollar enclosed. Roosevelt appears to have left it out on purpose, so that recipients will think they lost the dollar themselves and send back one of their own."

The response of Roosevelt and his National Committee has been to deny the allegations, and to issue thinly-veiled threats of legal action against critics and against CBS News if it dared to air a program on the group, which CBS did. Hopefully, remedial legislation will tame the worst tactics of all the direct mail groups and end the disgraceful exploitation of the elderly

Meany Archives

Continued from Page 3

man. Kaufman, a longtime member of the Teachers, was an associate professor at the University of Maryland.

Msgr. George G. Higgins, a longtime friend of Meany who delivered the invocation at the ceremony, donated some 1,000 volumes from his personal collection of labor and social books and documents. The archives building also provides space for classrooms and multipurpose/media rooms.

Cited for their contributions to the archives project by master of ceremonies AFL-CIO Secretary-Treasurer Thomas R. Donahue were architect Thomas A. Kamastra, who also designed other studies center buildings; builder Roy E. Kirby; and shop stewards and business agents of the 12 construction trades locals whose members built the archives.

Also recognized were Thomas R. Gleason, the retiring president of the Longshoremen, who headed the archives committee; former studies center Director Fred K. Hoehler, Jr.; current Director Robert J. Pleasure; and AFL-CIO Education Director Dorothy Shields.

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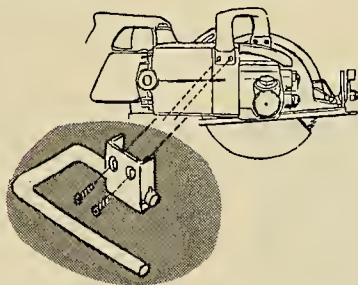
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We Have the Tools; We Have Know-How, Let's Do the Job!

Our fall seminars set the stage for a year of increased activity.

As this issue of *Carpenter* reaches you, United Brotherhood leaders are in the midst of a series of regional seminars which are bringing together fulltime officers and business representatives from all over the United States and Canada.

The first gathering was in Toronto, last month, when UBC leaders from Districts 9 and 10, our Canadian districts, assembled to outline plans for work in the provinces. This was followed by a gathering of officers and BAs from Districts 1 and 2 in Teaneck, N.J.

This month, we have two seminars in French Lick, Ind. One brings together our people in District 3, the upper Midwest, and the other our people in Districts 4, 5 and 6, the South and Southwest.

Finally, next month, we assemble in Seattle for our West Coast, Hawaii and Alaska leaders who are from Districts 7 and 8.

We have held such seminars off and on for many years, and they have proved to be the best opportunities your general officers have between conventions to confer face to face with the men and women who form the leadership network of our organization. They have become so vital a part of our activities that our 35th General Convention in Toronto, last October, voted to establish them on a permanent basis.

The delegates mandated that the regional seminars be held on an annual basis, with the leaders of construction locals meeting one year and leaders of industrial locals meeting the following year. The seminars being held at the present time are for construction locals.

This year, more than 1,200 of our local, district, state and provincial leaders will participate. These are people you and your fellow members elected to office, and they are coming together to carry out their duties and

responsibilities as they are outlined in your bylaws and the international constitution. Since I became your general president, I have made attendance at these briefing sessions mandatory. There has to be a good and sufficient excuse for not attending the seminar in your local officers' home district.

The importance of these assemblies lies in the fact that they cover practically every area of our concern—administrative problems, training programs, organizing, bargaining, legal problems . . . you name it. And along with all this, there are the "bull sessions," or whatever you might call them, after hours, when the delegates get together and compare notes. You've been in these informal gatherings and so have I, and I'm sure you'll agree that you can pick up some useful information along the way.

We have a lot of new business representatives in the Brotherhood, this year. Many of them were elected just a few months ago, and many attended the special training sessions for new fulltime officers, which we held at George Meany Labor Studies Center, outside Washington, earlier this year. These are the new leaders who will be shouldering much of the burden of keeping our members employed and our local unions strong. They don't operate in a vacuum. They need your support.

So we are coming together to take stock . . . to tally up our gains and our losses and to set our course for 1988 and beyond.

We have the tools to get the jobs done. We have the know-how to accomplish what we've set out to do in 1988. First of all, let me say that we aren't dreaming up any new campaigns with catch phrases. We already have the organizing and bargaining tools we need, and if we'll apply them to the letter, we'll show real gains in membership and in contract achievements.

Operation Turnaround, for example, has proven its worth. We are meeting more frequently with many union contractors and mapping ways and means of gaining more union-shop work. We are revising work rules where necessary to combat the "merit shop," and we're making union membership more attractive to that growing horde of scab workers. (*I urge you to read the report on Page 13 of the more than 300 non-union workers who walked off the job in Alberta.*)

VOC—our Volunteer Organizing Committees—is not dead. The concept of rank-and-file members getting out and organizing more

members is basic to trade unionism. That's how our union got started over a century ago, and that's how we'll build our ranks, particularly our industrial ranks, in the future.

The concept of CHOP—Coordinated Housing Organizing Program—was launched in 1975. Its basic approach to residential organizing still has merit. We just haven't thrown our all into it.

So, what I am saying is that we don't have new names for old concepts this time around. We are saying to your local and council leaders: "You have the tools. You have the know-how. Let's put them to use and rebuild this union to the peaks of membership and job security it enjoyed 20 and 30 years ago."

Labor is not standing still in North America, and it's not sliding into oblivion, as some conservative commentators would have you believe. I am firmly convinced that middle and lower-class Americans are finally beginning to realize that political campaign promises won't create new jobs for them and that they can't achieve job protection or improved wages and working conditions without a union to back them up. The Reagan Administration may talk proudly about how good things are today, but the hundreds of thousands of citizens working parttime, because they can't find fulltime work and the young people and the senior citizens who can't find adequate housing because they're priced out of the market are beginning to smirk a bit about the President's "Economic Bill of Rights."

Labor can take heart from two recent successes which came only after a struggle of many, many years. Coors Beer, which has fought unions for decades, finally came to realize that labor's boycott of its products was hurting its sales and its image. It took 10 years for Coors to throw in the towel, but labor didn't give up, and labor won. With the new Coors agreement comes a stipulation that all Coors construction will be open to union bids.

The second success concerns Kingsport Press in Kingsport, Tenn. There's a boycott which goes back 25 years. Almost 1,000 union members lost their jobs at the big publishing firm in a bitter dispute in the 1960s. Finally, this year, a new generation of workers at Kingsport decided that what they need is a union, and they voted that way.

And look what's happened among the air traffic controllers. Those hard-working government employees defied Reagan Administration propaganda and voted to create an-

other union to represent them. That took six years to accomplish, while the airline industry was deregulated and air travel became slow, uncertain, and sometimes hazardous.

I have no doubt that the day will come when Louisiana-Pacific again becomes union in its forest products plants. Our boycott will continue, even if L-P undergoes acquisitions, corporate change or what-have-you. Justice must be served.

So what I am saying, in summary, is that the United Brotherhood will boycott when it has to boycott. It will picket when it has to picket. But we will first try to reason with employers, contractors, construction buyers.

We have the tools to rebuild our union, and we will do so . . . through careful study of corporate actions and employer tactics, through legislative lobbying, through one-on-one organizing . . .

Our regional seminars will cover every phase of our activity, and, when your fulltime officers return home, I hope that you will become involved in the work of the UBC at the next monthly meeting.



PATRICK J. CAMPBELL
General President



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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Freedom from want was one of the Four Freedoms set down by President Franklin D. Roosevelt. Norman Rockwell chose to interpret it as a Thanksgiving celebration with a turkey dinner and family as shown on our cover.

Thanksgiving was a celebration started in 1621 by the Pilgrims and their guests, the Indians. This celebration set the style for future Thanksgivings. They fed enormously on wild turkeys, geese, ducks, wood pigeons, partridge, beech-nut stuffing, home-brewed beer, wine from wild grapes, lobster, oysters, cod-fish, eels, venison, pumpkins, corn bread and succotash.

Thanksgiving became an informal autumn custom of the New England colonists. As president, George Washington proclaimed November 26 as a day of thanksgiving. His successors sometimes chose dates in the spring or chose to ignore it altogether.

But not Mrs. Hale, a widowed writer and author of "Mary Had a Little Lamb." She chose to make it her personal cause. During the Civil War she wrote President Lincoln, urging him to set aside a day of thanksgiving when "enmity and strife can be laid aside, and the nation unite in a common cause."

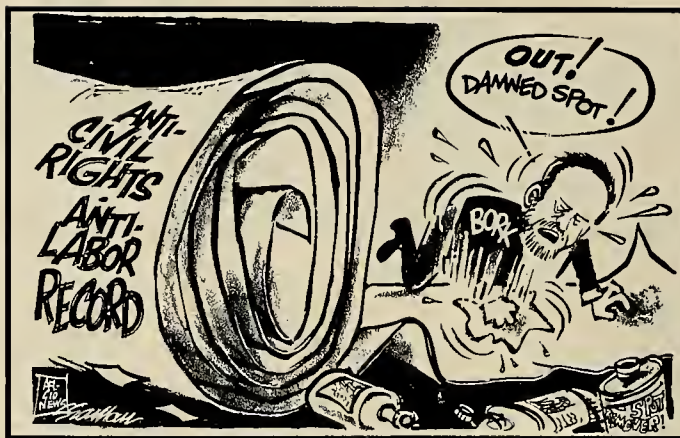
In 1863, he proclaimed the fourth Thursday in November as the nation's annual day of thanks. Canada first adopted Thanksgiving as a national holiday in November 1879, and it is now celebrated annually on the second Monday in October in the provinces.

The celebration began in 1621 as a time to thank God for the harvest and for those who were able to survive the first winter in the New World. Today, families still gather around the table to give thanks as Mrs. Hale intended.—*Painting by Norman Rockwell, courtesy of the Saturday Evening Post Society.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



THE TRADE UNION VIEWPOINT



Why Labor Opposed Judge Bork

Nothing has stirred the public American mind so much in recent weeks as President Reagan's nomination of Judge Robert H. Bork to fill a vacancy on the U.S. Supreme Court. The Iran-Contra hearings faded quickly from the front pages of America's newspapers as a Senate committee took up the question of Judge Bork's fitness to serve on the nation's highest tribunal.

The AFL-CIO and its affiliated unions were among the first to protest the nomination of Bork as "ideological court packing."

Here's why:

Labor accused President Reagan of trying to fill the federal courts with ideological clones to perpetuate the agenda of the so-called "Reagan revolution" beyond his term of office. If confirmed, Bork would fill the seat opened by the retirement of Justice Lewis F. Powell Jr., who frequently cast the swing vote on the closely-divided court.

Over the years, American workers have achieved the highest standard of living in the history of the world by working within a system which has assured them, among other rights held by all Americans, the right to band together to advance their own cause.

Working people have reason to fear that those rights will be limited if Judge Robert Bork wins confirmation to the Supreme Court. They fear he will be a throw back to the earlier American days when workers' rights were compromised in the interest of supposed overriding property rights, contract rights or the simple desire for cheap and tranquil labor. That feat begins from but does not end with, Bork's condemnation of the basic guarantee of human dignity centered in the minimum wage laws.

Bork's record on economic issues, in both his writing and his actions as a judge, reveals a consistent and overriding commitment to the interests of the wealthy and powerful in our society.

In one case, Bork agreed that a trucking company could fire a trucker who had refused to drive an unsafe rig and who had instead asked the state police to perform a safety inspection.

In a case involving rate regulations, Bork ordered the Federal Energy Regulatory Commission to allow a utility to charge its consumers enough to cover not only the costs of building a nuclear power plant it had abandoned, but also to cover a profit for its investors as well.

These decisions, along with Bork's academic writing, show his hostility to the basic regulatory functions of government—functions that assure that our food is safe and free from disease, that the workplace is not hazardous to workers, that consumers are not unfairly gouged or not victimized by false advertising, and other regulations designed to protect the public interest.

According to one analysis, in cases where the decision was not unanimous, "Judge Bork voted against consumers, environmental groups and workers almost 100% of the time, and for business in every such case."

It is also clear that Bork would do little on the Supreme Court to stop the wave of corporate mergers that have wreaked havoc on airline travel and devastated scores of communities through plant closings.

As a law school professor, Bork specialized in antitrust law and wrote several books on the subject. In one of them, he wrote that "Antitrust should never interfere with any conglomerate merger." Robert Pitosky dean of the

Georgetown Law School, warned that if Bork's writings "are a fair guide," he would vote to overrule "about 90%" of the Supreme Court's antitrust decisions.

Anyone concerned about concentrating economic power in the hands of the few, or about the role of the courts in guaranteeing that economic rights are respected, should be doubly concerned about what Bork might do on the Supreme Court.

It's true that the Constitution contains no mention of environmental protection, consumer protection, occupational safety or the right to form unions. But the Constitution provides working people with freedom of association—a framework and a vehicle to accomplish those goals, and that is the genius of the document.

Robert Bork has made it clear that he thinks those basic protections should take a back seat to the interests of private business. That alone is reason enough for the Senate to reject his nomination.

For years, radical right-wingers who used to chant "Impeach Earl Warren" loudly urged Robert Bork's nomination to the Supreme Court as the last, best hope of reversing decades of progress toward equal rights, equal justice and equal opportunity.

When President Reagan announced the nomination ("Conservatives have waited more than 30 years for this day," said Richard Viguerie), Bork's cheerleaders abruptly stopped praising him as one of their own and tried instead to repackage him for public consumption as a "centrist," "moderate," "mainstream," "open-minded" jurist, a scholar faithful to the "original intent" of the framers of the Constitution, an

opponent of "judicial advocacy" and a practitioner of "judicial restraint."

But Bork is none of these things; the record is too massive for shredding, and it shows, as the AFL-CIO said, that "his agenda is the agenda of the right wing, and he has given a lifetime of zeal to publicizing that agenda; that is the stuff from which his nomination was made, and that is what requires the Senate to refuse its consent."

From the day he stepped forward to carry out President Nixon's command to fire Special Prosecutor Archibald Cox in a last-ditch effort to derail the investigation of the Watergate scandal, Bork was perceived on all sides as a supporter of an "imperial presidency." Over the next two decades, as a professor, judge, writer and speechmaker, he revealed himself as "a man moved not by deference to the democratic process, nor by an allegiance to any recognized theory of jurisprudence, but by an overriding commitment to the interests of the wealthy and powerful in our society."

Bork's attacks on a long list of Supreme Court decisions and established constitutional principles make it clear that if he has his way, constitutional limits on executive power will be loosened and the rights and protections of individuals will be narrowed.

Bork has repeatedly argued that landmark civil rights decisions protecting

minorities "undemocratically" restrict the power of majorities.

He insists that the right of free speech applies only to the realm of politics, not to art, literature or other areas of discourse, all of which are subject to government regulation. Even in politics he rejects as "unprincipled" the doctrine that it takes a "clear and present danger" to justify silencing free speech: a doctrine on which the Supreme Court has relied since 1925. Under the Bork doctrine, anything that could be construed as "advocating violation of the law," such as the protest marches of the 1960s against Jim Crow laws, would invite criminal prosecution.

Bork has charged that any assumption that individuals have such a thing as a right to privacy is "unconstitutional."

In his five years on the U.S. Court of Appeals for the District of Columbia Circuit, in cases in which the decision was not unanimous, Bork voted:

- Against civil rights claimants in 18 out of a total of 20 cases.
- To deny or limit access to the federal courts in all 17 cases.
- To uphold government actions in all nine cases involving the Freedom of Information Act, the Sunshine Act or the Privacy Act.
- Against defendants in all three criminal procedure cases.

- In favor of the employer in five of seven labor cases, including all cases involving business interests.

- In favor of business in all 10 consumer or rate-regulation cases and in both cases involving environmental issues.

There is nothing new in American history about judicial bias in favor of big business, property owners and executive power against working people, minorities and individuals seeking the protection of the law against entrenched economic and political power.

What is different about Judge Bork is the degree of his dissent from the historic view that the Constitution was designed to limit the power of government and to protect the rights of those governed.

What is most radical, and most ominous for the future of American democracy, is Bork's insistence on so extreme a separation of powers among the three branches of government. He holds the Executive wields nearly absolute power, and he is endlessly inventive of ways to prevent the Legislative from asserting its will and to limit the Judiciary's ability to hear cases challenging executive action.

Senators who want to see the Constitution interpreted right side up should not give their consent to the appointment of an associate justice so ready to turn it upside down.

Why Labor Fights Double Breasting

In a tremendous outpouring of grass roots support, thousands of building trades members took the time to write letters and telephone their senators last month in support of S.492—the anti-double-breasting bill. Several thousand letters have already poured into the offices of key undecided senators, and many more are expected as labor's S.492 grass roots effort continues.

Building trades leaders are pleased with the strong efforts of members thus far. In fact, the battle to pass S.492 is shaping up to be the most critical of the 100th Congress for the Building and Construction Trades and perhaps the most critical in many years.

Members of the BCTD's Legislative Task Force request that members continue to write or call their senators—lest the bill go down to defeat. Without the input of all building trades councils and affiliated unions, senators will only hear one side of the double-breasting story.

Opponents of the bill are continuing

to inundate senators with misinformation concerning the bill and double-breasting. Because of their rhetoric, for example, many senators believe that S.492's scope is virtually unlimited. Opponents have claimed that S.492 would apply the terms of a contract signed locally in one geographic area to that of another.

But these claims are untrue. As stated in the bill, the terms of a collective bargaining agreement would be applied to all employees performing the work described in the contract within the geographic area described in the contract. *The contract is the key.* If an employer is a local employer having only an agreement covering the Washington metropolitan area, the bill will not reach beyond that area. If the employer is a large national employer, performing work in various parts of the United States under a national agreement, only then would his single-employer status also be national in scope. It's important to note that *fewer than*

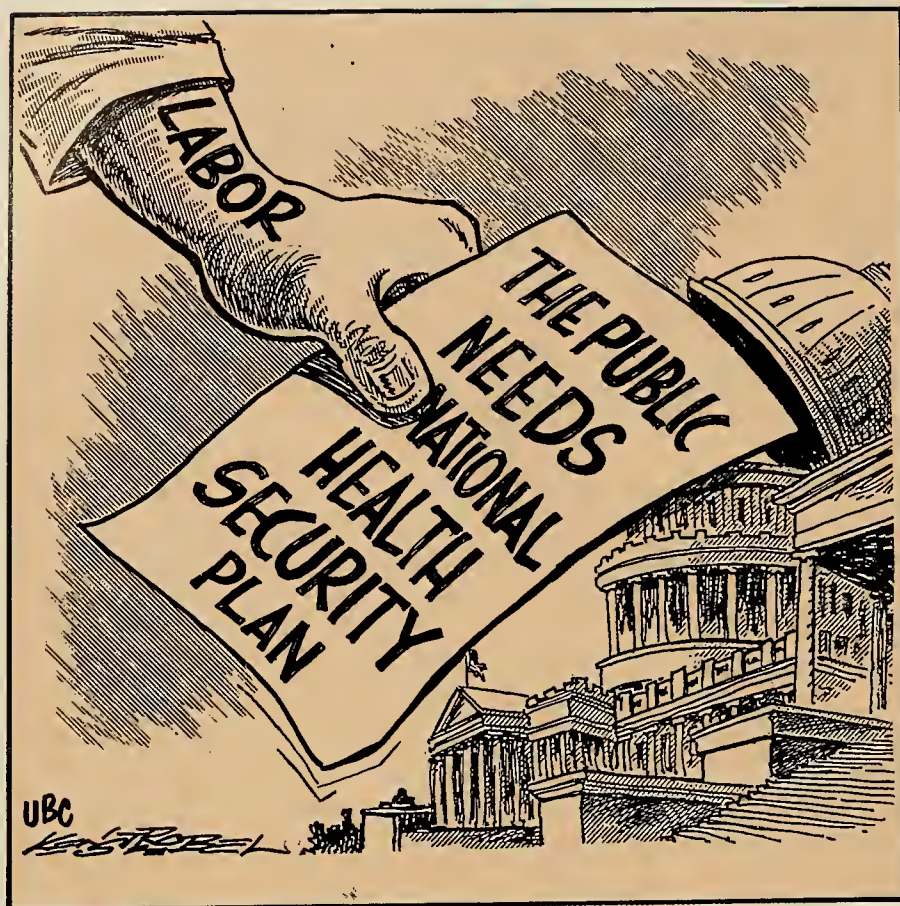
2% of all agreements are national in scope.

The bill outlawing double-breasting has already passed the House of Representatives. Members of the United Brotherhood testified before a Congressional committee on the need for this legislation.

Two UBC local and district representatives from Washington, D.C., Terry Milstead and Joseph Stanalonis, testified to a pattern of gradual and then accelerating shifting of work from the union operation to a newly-formed non-union subsidiary.

Milstead spoke of the detective work he had to do to trace common ownership of union and nonunion companies, including following trucks to determine interchange of equipment and spending hours poring through courthouse records and documents. But despite massive evidence, he said, the NLRB backed off from issuing an unfair practices complaint against the company.

Continued on Page 17



Voters Want Solution to Long-Term Care

NATIONAL POLL SHOWS WIDESPREAD CONCERN

What do these people have in common?

- A family going deeply into debt to pay for the long-term home care of a grandparent afflicted with Alzheimer's disease, and not knowing what they'll do about the next grandparent who needs help.

- A middle-aged woman forced to leave her job to care for her mother crippled by arthritis.

- Parents choosing between the long-term care needed by a child with cerebral palsy and the education another child needs.

- An elderly widow being forced into a nursing home, on welfare, because she can't afford the help she would need to remain in her own home.

- A worker in the prime of life who has been permanently disabled by an accident.

- A woman in her 60's who uses up her life savings and then sells her home in order to maintain her father in a nursing home.

- A couple married for 30 years, forced to get a divorce to protect the wife's income and assets, while the husband impoverishes himself to qualify for Medicaid coverage of his long-term care.

All of these Americans are victims of the nation's lack of affordable long-term care for the millions who suffer from chronic conditions that limit their ability to function on their own.

Neither public nor private insurance adequately covers the services needed for a family member during a prolonged period of illness or disability. For all but the very rich, this means a severe financial and emotional drain.

With a population that is rapidly aging, the problem is growing worse. One of two Americans will spend some time in a nursing home during their lives, and one in four will spend a year or more. The average cost of a year in a nursing home is now nearly \$25,000, and rising fast. The cost of long-term care at home is similarly costly.

Private insurance plans are expensive, and none provides full coverage. Less than 400,000 Americans have bought these policies.

Contrary to what many believe, long-term care is not covered by the Medicare program, nor would it be covered under pending legislation to add catastrophic care to Medicare. Medicare covered only 2% of the \$35 billion spent in 1985 on nursing home care, and private health insurance paid for only 1%

The Medicaid program helps provide such care only for those with low incomes or those who have depleted their resources.

Can the mounting need for a national policy on long-term care be translated into political action and legislation? "Long Term Care '88," a broad new coalition of more than 80 senior, public health, consumer, civil rights, religious, women's and labor organizations, is moving to bring the issue to the forefront of the 1988 presidential campaign debate.

Coalition leaders released the results of a national poll which showed widespread concern about the crushing financial burdens of a long-term care; overwhelming support for government action to protect families from these costs; a willingness to pay increased taxes to support such a program, and a strong preference for presidential candidates who favor government action.

The poll was based on telephone interviews with a random sample of 1,000 registered voters during the first half of July. Long-term care was defined as a wide-range of at-home, community-based and institutional services provided over a sustained period to persons of all ages who need assistance with daily living activities such as eating, bathing and dressing.

More than 60% of the survey's

respondents had some experience, in their families or through close friends, with the need for long-term care. More than half without experience anticipated a problem in their family in the next five years.

Ninety percent said that having a family member who needs long-term care could be financially devastating for most working and middle-income families.

More than six of seven respondents said it's time to consider some

One of two Americans will spend some time in a nursing home during their lives, and one in four will spend a year or more, according to recent predictions.

government program for long-term care. And by a 5-to-2 margin, they said they would be willing to pay \$10 to \$60 more per month in taxes, depending on their income, to pay for a universal long-term care program.

A majority in the survey said they would be more likely to vote for a presidential candidate who supports long-term care. Respondents rejected by 3-1 the idea that favor-

ing such a program brands a politician as a "big spender."

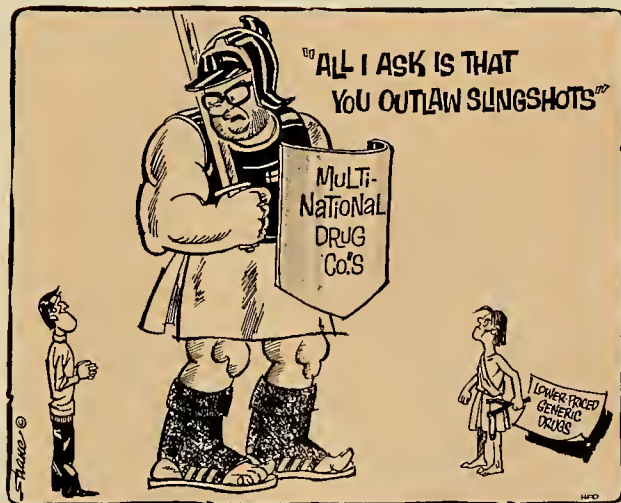
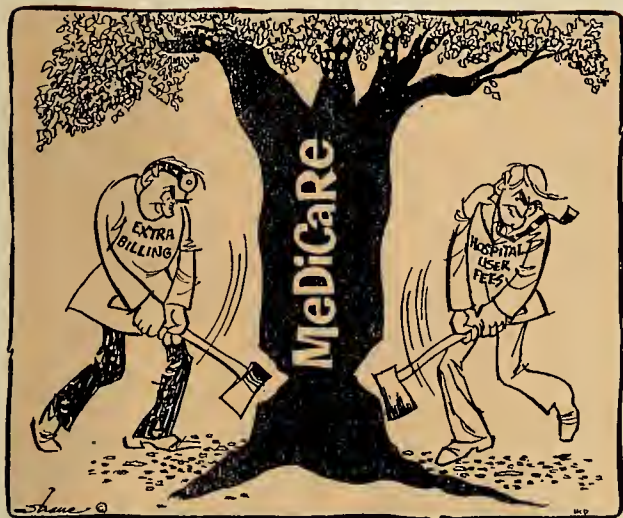
Those who would be President owe voters an answer to how they would deal with the family crisis of long-term care.

For fifty years, organized doctors have defeated every effort to enact universal, quality health insurance for all Americans. With waste and chaos now more obvious, there are signs the doctors may join in a solution.

Former Social Security Commissioner Robert M. Ball recently told Congress of public discontent. Ball quoted from a "remarkable editorial" by Dr. Arnold Relman, editor of the prestigious *New England Journal of Medicine*:

"Polls have always shown a strong public preference for a universal health insurance system over the malfunctioning patchwork arrangement we have lived with since the mid-1960s. A recent referendum question on the Massachusetts state ballot asked whether the state government should urge the U.S. Congress to enact a national health program that would be 'universal in coverage, community controlled, rationally organized, equitably financed, with no out-of-pocket charges . . . and efficient in containing its cost. . . .' Two-thirds of the voters responded in the affirmative.

Canadian Voters Have Concerns, Too



Canadian cartoonist George Shane indicates some of the problems still facing health care programs in the provinces—extra billing under Medicare, hospital user fees and the deceptions of multinational drug companies, trying to get doctors to prescribe high-priced drugs when lower-priced generic drugs will suffice.

Regional Seminars cover broad agenda of work for coming months



See that the project is built union! See that UBC construction members get the jobs!

That's the bottom line in a series of regional seminars now being conducted around the United States and Canada in recent weeks. One seminar was held in Toronto, Ont.; another in Teaneck, N.J., and two in French Lick, Ind. A fifth and final seminar is scheduled for this month in Seattle, Wash.

The seminars bring together every

fulltime local union and council officer in the United Brotherhood, supplying them with the latest information and describing the latest, proven techniques of organizing, bargaining and successful bidding for union work.

Each seminar runs for a full five-day week, starting at 8:30 each morning and running into the late afternoon. Participants rotate around a series of six workshops, with a half day devoted to each workshop session. Opening and

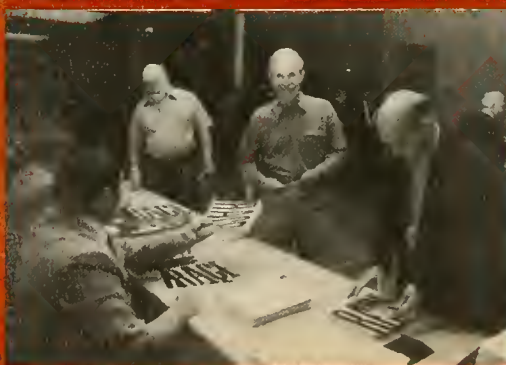
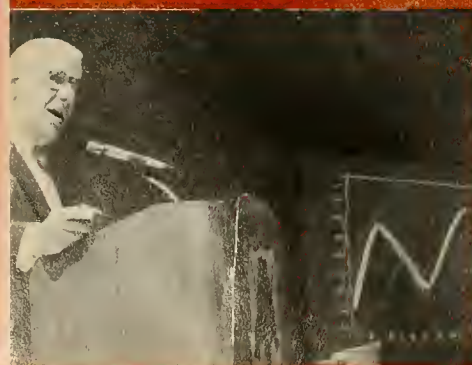
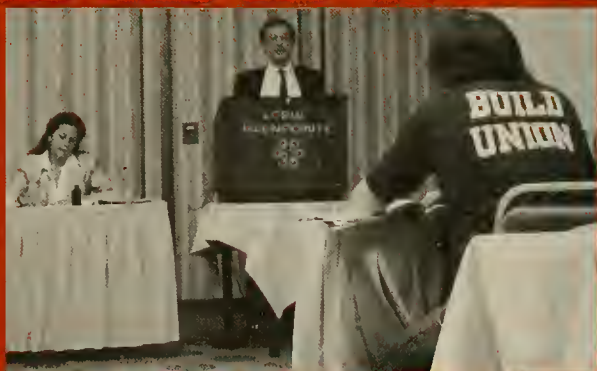
closing general sessions complete the week of intensive study. More than 1,200 UBC leaders are participating. Similar seminars for leaders of industrial locals will be held in 1988.

At each seminar General President Pat Campbell called for greater emphasis on the spirit of brotherhood in all of the union's activities—local leaders in one part of the country helping leaders in other parts of the country in their

Continued on Page 17

East Coast leaders meet at Teaneck, N.J.

From the top: President Campbell opening the sessions and, at right, a delegate studies a data sheet in the special programs workshop. At middle left, General Treasurer Pierce urges intensive legislative and political action; Assistant to the General President Jim Davis; Kathy Krieger and Ed Gorman of the UBC legal staff. At bottom left, General Secretary Rogers describes membership changes and, at lower right, Research Director Lew Pugh.





*Top row from left:
At the registration
desk, Alan Rogers,
Claude La-
Fontaine, Leo Fritz
and John Kouba.
At the mikes, top:
Phil Hambrook of
Calgary at the ros-
trum and another
delegate at a floor
microphone.*



Guest speakers included from left: Bart Edwards of Labour Canada; G. LaLumiere of the Construction Commission of Quebec; Donald Carter, director of the Industrial Relations Center of Queens University; and Gary McKnight, director of the Capital Region, Labour Canada.

Canadian leaders gather in Toronto, Ont.

At right, First General Vice President Sigurd Lucassen awaits the delegates as they assemble for the opening session. Below left, General Secretary John Rogers discusses problems involving the membership—new members, retirements, suspensions. At lower left, Director of Organization Mike Fishman ponders a question from a delegate. At the bottom, two views of seminars in session.





A tour guide describes the changing season and its effect on the flora and fauna of the New Jersey virgin forest. The property on which Hutcheson Memorial Forest stands was settled in 1701 and remained in one family for 254 years. Though the family cleared and farmed most of the surrounding land, these woods were consciously left untouched for future generations.

Hutcheson Memorial Forest Continues to Receive Tributes

Thirty-two years ago, in a brief outdoor ceremony, Maurice Hutcheson, one-time general president of the United Brotherhood, handed over a deed to 65 acres of primeval New Jersey woodlands to an official of Rutgers University.

"What happens in the woodlands is close to the carpenter's heart," he told the assembled group of university officials and labor leaders.

From that day forward, one of the rare virgin forests of the United States has been "saved by, of all people, the United Brotherhood of Carpenters and Joiners of America." (That was the startled comment of a writer for *New Yorker* magazine in an article for "Talk of the Town," last July.)

New Yorker is the most recent of many publications over the years which have paid tribute to the foresight of the UBC in donating this outdoor environmental and ecological laboratory known as Mettler's Woods, to future preservation and ecological research.

A *New York Times* writer who toured

the forest called it "a secluded canopy of oak, maple, hickory and beech trees . . . the only remaining virgin hardwood forest in the state."

An oil company, in its national advertising, called the forest a "stabilized society of nature." "Nature has been working for thousands of years to perfect this 'climax' community in which trees, plants, animals and all the creatures of the forest have reached a state of harmonious balance with their environment," the oil company stated.

Mettler's Woods became the William L. Hutcheson Memorial Forest in 1955 when M.A. Hutcheson turned over the deed to Rutgers, naming it after his father, one of the outstanding leaders of the UBC and the American labor movement.

Hutcheson Memorial Forest is truly a virgin forest, which means that it has never been plowed, cut over or logged by man. Hurricane force winds have blown through it and toppled big trees, and droughts have caused undergrowth to wither and die, but the forest remains

untouched—a living laboratory for ecologists, botanists, zoologists and other natural scientists to study.

One scientist calls the forest "probably the single most studied primeval woods on the continent."

As the *New Yorker* writer states, "People have gone in there and emerged with more than a hundred advanced degrees, including 36 PhDs. So many articles, papers, theses and other research publications have come out of Hutcheson Forest that countless trees have been clearcut elsewhere just in order to print them."

The woods are closed to visitors except for scheduled Sunday tours. (If you'd like to visit it, you'll find a schedule of upcoming tours elsewhere on this page.) Rutgers already owns some 150 acres contiguous to the forest and hopes, with the help of the Nature Conservancy, to get 200 acres more. This acreage will serve to protect the primeval and "stabilized society" even more from encroaching elements of 20th century mankind and help to perpetuate nature's awe-inspiring woodland gifts for generations to come.

Forest Tours

There are seven conducted tours of Hutcheson Memorial Forest scheduled for the months ahead. All tours are on Sundays at 2:30 p.m., except for the two in April, which begin at 8:30 a.m.

Trips leave from the entrance of the wood, which is on Amwell Road (Route 514) about ¾ mile east of East Millstone, N.J. The trail through the woods may be muddy in places except in dry weather, so persons should come prepared. It takes somewhat more than an hour. There is no charge, and reservations are not required.

Groups of more than 10 persons may not attend the guided tours. Such groups are invited to write to the Director, Hutcheson Memorial Forest, Department of Biological Sciences, Rutgers University, P.O. Box 1059, Piscataway, N.J. 08855, for special guided tours to be arranged at other times.

The upcoming tour dates and the scientists conducting them are as follows:

November 8, Edmund Stiles, ecologist, December 13, John Kuser, forester, January 10, William Boorman, zoologist, February 7, James Quinn, botanist, March 20, James French, botanist, **April 10, Bertram Murray Jr., ornithologist, **April, 24, Charles Leck, ornithologist.

UBC Pension Funds Create New Boston Bank

Bank built by 15,000 Carpenters, Bank Chairman Marshall notes at dedication

The First Trade Union Savings Bank was dedicated in Boston, Mass., September 10, with Massachusetts Gov. Michael Dukakis cutting the ribbon.

It was a milestone occasion for 15,000 UBC members in the Boston area and for 400,000 union members of all trades in the Commonwealth. It is also unique in the financial world, for it is the only federally-chartered savings bank in the nation owned by union pension and annuity funds, specifically the Massachusetts State Carpenters Pension Fund and the Massachusetts State Carpenters Annuity Fund. (Editor's note: Banks have been founded in New York, Chicago, Washington and other cities by unions which have pooled their assets, but this is the first time union pension and annuity funds have directly created a banking institution.)

"This new bank is an example of the extraordinary partnership among government, business and organized labor in Massachusetts," Governor Dukakis noted.

First Trade Union Savings Bank is a full service bank that is a member of FSLIC and the Federal Home Loan Bank of Boston. It is the first and only bank located in EDIC's Marine Industrial Park, Boston, which currently has 3,500 employees and is expected to soon increase to 5,000. Its address is 10 Drydock Ave. in the Marine Industrial Park.

Chairman of the new bank is Robert D. Marshall, who is also chairman of the board of trustees of the Massachusetts State Carpenters Pension Fund, the majority stockholder in the bank.

Marshall has been an active member of the Brotherhood for 25 years. He joined Carpenters Local 33 in 1962 and has been its business representative since 1973. A trustee of the UBC's state training program, Marshall has also served as chairman of the negotiations committee for the Boston District Council since 1981.

President and chief executive officer of the bank is C. Edward Lockwood Jr., who previously served as senior lending officer at Cambridgeport Savings Bank, Cambridge, Mass. and as a commercial lender with the Bank of New England. Working with Lockwood is a full slate of experienced banking officials from the New England area.



Boston's newest bank, First Trade Union Savings Bank, was "built" by 15,000 union carpenters. At the official opening September 10, 1987 were, left to right, Thomas Barrone, Carpenter's Local 67; Arthur R. Osborne, president of the Massachusetts AFL-CIO; Raymond L. Flynn, mayor of Boston; Michael S. Dukakis, governor of the Commonwealth of Massachusetts; Robert D. Marshall, chairman of the bank; Marilyn Swartz Lloyd, director, Economic Development and Industrial Corporation (EDIC) of Boston; Paul Eustace, secretary of labor for the Commonwealth of Massachusetts; and Dermot J. Maher, Carpenter's Local 33.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

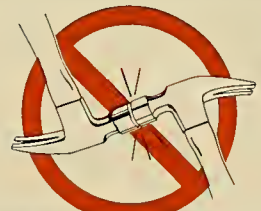


To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

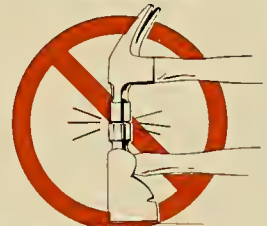
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We're concerned about your safety.



DON'T strike one hammer with another!

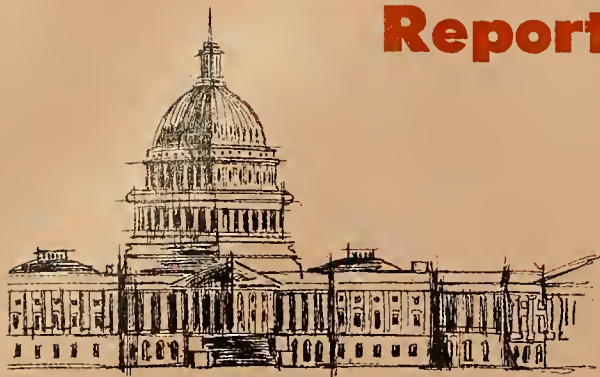


DON'T strike a hatchet with a hammer!



DON'T strike a nail puller with a carpenter's hammer!

Washington Report



MODEL TESTING LAW

The AFL-CIO Department of Organization and Field Services in Washington reported that the new drug testing law passed by the Maine legislature is a model statute for protecting the rights of workers. The law states:

- Employers must have probable cause for testing an employee.
- They must have a functioning employee assistance program before establishing a substance abuse testing program.
- Employees who test positive must be allowed to participate in a rehabilitation program.
- It forbids employers from requiring workers to sign voluntary consent forms waiving their rights.
- Employers are required to develop a written policy that includes all details of their testing programs to be provided at least 60 days before testing.

RUNAWAY SHIP REPAIRS

Each year millions of dollars and thousands of American jobs are being lost to foreign shipyards which are reconstructing U.S.-flag vessels for the commercial fishing industry. Wayne Pierce, general treasurer and director of legislation for UBC, recently complained of this "runaway" practice in a letter to members of the House of Representatives.

Under the Jones Act these ships should not be allowed to fish U.S. waters, or all foreign repairs and equipment installed should be assessed a 50% duty, the UBC contends. At the present time neither is the case due to questionable interpretation of the law by the U.S. Coast Guard and U.S. Customs.

There is a bill before the House (H.R. 2598) that would ban the reflagging of the foreign fishing fleet and ban reconstruction of our fleet abroad.

DEPARTMENTAL CHANGE

John R. Stepp has been named acting deputy under secretary of labor for labor-management relations and cooperative programs to succeed Stephen I. Schlossberg, who left to direct the Washington office of the International Labor Organization.

ANOTHER FOREIGN ASSIST

The U.S. Department of Defense actively participated in a seminar designed to teach military/defense manufacturers of other countries how to successfully apply and bid for contracts with the United States. U.S. companies were barred from participation.

The conference, which was held last month in Washington, allowed companies from 17 allied countries to display their capabilities and technologies to Pentagon officials of the highest rank. Representatives of foreign companies were able to meet and become acquainted with U.S. defense officials, as well as learn the ins and outs of U.S. defense procurement procedures.

Labor unions worked with members of Congress and interested parties to protest the conference. This is another case in which a federal agency seems determined to export U.S. jobs. Last year, labor successfully opposed an attempt by the U.S. Department of Commerce to sponsor a conference in Acapulco, Mexico, to lure American manufacturers south of the border.

OFFICIALS SWITCH SIDES

Former high-level U.S. officials should be barred from switching sides and representing foreign governments in Washington, Industrial Union Department President Howard D. Samuel said at recent House hearings.

He expressed labor's concern at the large number of officials who supposedly represent U.S. interests in trade dealings with other countries and then turn up after leaving government service as lobbyists or agents for the same or other foreign interests.

Even the time span is "far too modest," Samuel said. Only in the United States, he noted, is it likely that senior government officials dealing with trade will end up working for foreign countries. He asked whether government officials would be influenced by "the expectation of working for foreign interests at the end of government service before government service is completed."

In countries such as Japan, Germany, South Korea or Brazil, Samuel said, "there would be an enormous scandal" if top government officials went to work promoting the trade interests of the United States or American companies in dealings with their own nation.

"It is a matter of record that our major international competitors, led by the Japanese, are spending millions of dollars annually for lobbyists and influential personages in Washington," Samuel testified.

40-HOUR STATE WORKWEEK

The 40-hour week is still the standard for most state government employees, although 15 states have a shorter workweek, the new 1987 State Employee Benefits Survey shows.

The workweek is one of numerous comparisons included in the 64-page survey of 1987 employee benefits in state governments published by Workplace Economics Inc., a Washington-based labor economics analysis firm.



Carpenter Donna Levitt addresses a rally in San Francisco to protest USX use of scabs to rebuild a California steel mill.

The younger generation got into the act as Jessi Koritz joined building trades craftsman picketing USX Corp. offices for bringing in non-union workers to rebuild a Contra Costa County steel plant.

—Photographs from
AFL-CIO News

Building trades protest USX scab construction job

Hundreds of building trades craftsmen picketed the main offices of USX Corp. in San Francisco recently, protesting the steel giant's decision to recruit non-union labor for a \$350-million overhaul of an aging steel mill in Contra Costa County, Calif.

When it's completed, the plant will be used for a joint business venture involving Pohang Steel Corp., one of the burgeoning industries controlled by the South Korean government.

Also joining in the combine is ECI, a subsidiary of a Pennsylvania construction firm, Eichleay Inc., that has national contracts with the building trades. An arbitration board recently ruled that Eichleay couldn't use the

subsidiary to evade union contracts.

The mill will serve as a finishing plant where steel produced by low-wage workers in Pohang's ultra-modern Korean facilities will be prepared for sale in the American market.

The San Francisco Building & Construction Trades Council branded the project the biggest scab job ever attempted in California.

The council charged that the non-union workers were being recruited in hard-pressed areas of the South. They'll be paid wages as low as \$5 an hour—far below prevailing union wages in the Contra Costa area.

Charles D. Gray, executive director of the AFL-CIO's Asian-American Free

Labor Institute, brought the issue of Pohang's involvement in the anti-union construction project to the attention of President Kim Dong-in of the Federation of Korean Trade Unions.

The South Korean union leader received assurances from the head of his country's economic planning ministry that it expects its firms to respect the practices of any nation in which they operate.

The California AFL-CIO and scores of unions in the state immediately deluged the South Korean embassy in Washington with letters, urging that Ambassador Jyung Won Kim press Pohang take the lead in assuring that the project goes ahead with union labor.

Union foremen make difference in construction, says consultant

A construction industry consultant, Paul Ridilla, recently described what he considers to be the basic difference between union and open shop contractors. He made his remarks during a recent plumbing, heating and cooling contractors' convention.

Ridilla says foremen are the key to union contractors taking over a large percentage of the construction industry.

"The big blessing of the construction unions is that they're forced to use foremen," Ridilla comments. "The major weakness of open shops is that they don't use them. They haven't got a chance without capable job site foremen."

Union foremen are generally special individuals who have risen in the ranks not only because of their craftsmanship, but because of their "people skills" as well. And those skills are especially important because of the unique challenges a union foreman faces, according to Ridilla.

Union foremen must deal every day with feelings of divided loyalty. Though they are considered to be part of management, they aren't really since they seldom have the authority or support they need.

A good foreman can make a contractor more profitable, said Ridilla, if he has the

right tools to work with—and these are not the ones he carries in a tool box.

Ridilla says effective foremen must have suitable authority to hire, fire, discipline, train and supervise their crews. In addition, a foreman must have a single individual he or she reports to who is responsible for the foreman's performance.

"Most contractors don't even know the foreman's first name," said Ridilla. So, lacking support from above, foremen sometimes give in to peer pressure from their union brothers, and aren't as tough on some as they should be. What foremen have to remember, says Ridilla, is that a union member who doesn't work hard for the contractor is no friend of anyone's, foreman or fellow worker on the line. And he's not a good union member either.

"This is what killed union construction," says Ridilla.

But, he also says, most "card-carrying craftsmen are fantastic people," and it's only a tiny minority who haven't given a full day's work for a full day's pay.

Moreover, times are changing, says Ridilla, as smart contractors and business managers make a special effort to get their best workers involved in union politics.

"We encourage the good guys to get down to the union hall, to speak up at the meetings and to vote," he said. That way, the majority who are outstanding don't leave decision making up to the small minority who may talk the loudest but have the least worthwhile things to say.

Ultimately, he says, union contractors themselves will have to exercise the leadership and management ability needed to regain their share of the construction market that has been lost to the open shop over the last several years.

"The deck is stacked in your favor," he told the gathering. "Contractors have all the laws on their side and customers prefer to have their job built union. It's up to you to take advantage."

"To most contractors, market recovery simply means, 'Let's cut back the pay rate.' But you ain't competing against wages! You should cut back on wasted hours!"

"Unions are going to get their share of the market," he added. "It's a new world out there. Unions and union contractors are working together like never before."

"The bad guys are trying to stop it, so it's up to you to get your good guys involved. Make it happen!"

Ottawa Report



PENSION PORTABILITY

Improvements in private pension plans for 1.8 million Ontarians were approved by the provincial legislature recently. A new Pension Benefits Act, to go into effect January 1, 1988, will mean that workers for the first time will be able to take their pension benefits with them when they move to a new employer.

In addition to the new "portability" feature, the new rules covering 10,500 private and public sector pension plans include immediate payments of benefits to employees who take early retirement within 10 years of a plan's normal retirement date, but not necessarily full benefits.

There are also provisions to benefit younger workers when plants close. Individuals whose age and service add up to 55 can receive benefits rather than the current provision that provides benefits only to those who are 45 and have 10 years experience. This change will be made retroactive to April 1 of this year to help employees laid off by the Goodyear Tire Co. in Metro.

Vesting or locking in of benefits after two years, regardless of the employee's age, was also added. This replaces a regulation that allowed an employee to collect his pension contributions when he left a company but not his employer's contributions unless he was 45 and had worked for a company for 10 years.

MULRONEY'S 'SUCCESSSES'

The Mulroney government recently reported two "historic breakthroughs"—a preliminary free trade agreement with the United States and an accord at Meech Lake, Quebec, whereby the province of Quebec is brought under the Canadian Constitution.

Actually, both "breakthroughs" may not become breakthroughs after all, according to many Canadian journalists. The process of ratifying the trade agreement could drag on through the U.S. Congress for a year or more. Meanwhile, various opposition party leaders in Canada are holding hearings and voicing opposition to some elements of the proposed North American free trade zone.

Meanwhile, opposition to the Meech Lake accord grows as well. Most recently, the premier of New Brunswick says no to the whole proposition. He is backed by 58 new Liberal seats in the provincial parliament, with no Conservative opposition.

CANADIAN UNION GROWTH

Trade unionism has prospered in Canada at a higher rate than it has in the United States, according to a recent Hoover Institution study.

Ten years ago, the percentage of the work force that was unionized was about the same in Canada as it was in the United States, running at 26 to 27%. In the intervening years, the percentage of unionized workers in the U.S. has fallen to about 18% (down from 45% in 1945), while in Canada it has gone up to almost 40%.

Canada's legal environment is more friendly to unions at present according to the study. In both the United States and Canada, the government offers official sanction for unions. But in the U.S., representation elections are called after 30% or more of the workers sign a petition; recently, unions have been losing 55% of the elections. In Canada, however, unions are certified upon proving they have enrolled 50 to 60% of the employees as dues-paying members, which makes a difference.

Another reason given for the differences in the two countries is the labor legislation. The U.S. lags behind most democratic countries in passing favorable labor legislation. Canada reflects the culture and industrial ethics of the British tradition.

One reason frequently given is the increase in white-collar and service jobs in the United States coupled with the decrease in jobs in industry. However, if changes in the ratio of services to industry were a major cause, union membership in Canada would be declining even faster than in the U.S., since Canada's service sector is proportionately larger than that of the U.S., and the gap has widened since 1963.

APPRENTICESHIP COSTS

Apprentices and employers bear about 90% of the costs of apprenticeship, according to a study released recently by the Ontario Ministry of Skills Development. Governments provide only about 10% of the costs, the study contends.

The study also found that the amount of apprenticeship training undertaken in Ontario will decrease if the federal government transfers more costs onto either employers or individual apprentices.

The Ontario study showed the average employer spends \$59,995 over a four-year period to train a carpenter apprentice—money which he expends as wages for the apprentice's work. (Editor's Note: The employer who balances the proper number of journeymen and apprentices saves in the long run.)

WOMEN IN WORKFORCE

Women continue to account for an increasing proportion of union membership in Canada, according to a recent report by the government under the Corporation and Labour Unions Returns Act.

The CALURA Report shows that women union members accounted for 35.5% of total union membership in 1984, the most recent year studied, compared to 34.8% the year before. This compares with a total in 1962, the first year data was reported, when women made up just 16.4% of the total union membership in Canada. In other words, women accounted for 54% of the increase in total union membership in Canada between 1962 and 1984.

Local 1054 wins election as NLRB reverses representation decision in Nord Door strike

After more than two years of walking picket lines and struggling through all kinds of weather and many legal roadblocks, members of Local 1054, Everett, Wash., have won a major victory.

An order received August 5th by the National Labor Relations Board's regional office in Seattle affirmed that striking members of Local 1054 were legally entitled to vote in a December 1985 election to decide union representation at the Nord Door Co.

The tabulation of those votes resulted in, the union winning the election.

The NLRB's recent decision reverses a January 1986 ruling by its Seattle regional office that striking members of the union were not eligible to vote in the election.

"It's a very significant decision," said Larry McCargar, NLRB assistant regional director.

NLRB regulations specify that striking union members become ineligible to vote if an election occurs more than 12 months after a strike begins. A first election—held in July 1984, within the 12-month time span—had been set aside after the NLRB ruled that the Nord Co. had engaged in unfair and objectionable conduct which influenced the outcome of the election.

The December 1985 representation

election was considered a rerun of the 1984 election, and although the NLRB's Seattle regional office allowed the Local 1054 strikers to participate in the second election, it subsequently ruled against including their votes in the final tally, there were 20 unchallenged votes in favor of union representation; 287 votes against it, and 509 challenged votes—464 of which were anticipated to be in favor of continued union representation.

The regional NLRB's rejection of the challenged votes was based on a decision that the 12-month eligibility rule prevailed.

Without the strikers' votes, the union lost the election and its claim to remain as bargaining agent for Nord Co. workers.

Local 1054 appealed the regional office's decision, directly to the national office of the NLRB in Washington, D.C. And while Nord management officials referred to the appeal as "beating a dead horse," the union members and their attorneys remained optimistic that right and reason would ultimately prevail.

It was determined that a retabulation of the December 1985 vote count would easily re-establish the union's bargaining authority. A simple majority in the election would be only 366 votes. Frank

Dennee, business representative of Local 1054, confirmed that the final vote numbered 461 votes for union representation and 290 opposed.

Dennee hailed the new ruling which clarifies NLRB regulations involving eligibility—and which of course re-establishes Local 1054's right to represent Nord workers. He noted that the NLRB's decision is important to labor unions in general, making it clear that union workers engaged in an economic strike no longer automatically lose their eligibility to vote in a certification election if it takes place more than 12 months after a strike begins.

Others cited it as a great victory for labor because it demonstrated that where an employer commits acts of misconduct, it cannot benefit from its own wrongdoing.

Alabama Latest To Publish History

The UBC centennial celebration in 1981 brought forth a wealth of history projects—written and oral histories, photo exhibits, craft and tool displays. Since then many state councils and local unions have worked to pull information together in order to print their own histories.

The latest history was received at the General Offices is written by Edwin L. Brown and entitled *The Brotherhood of Carpenters in Alabama*. Brown charts the progress of Alabama carpenters from their first charters to the present, through the Great Depression to the New Frontier and survival.

In the introduction Dr. Higdon C. Roberts Jr., points out that the book was written for a selective audience. "The journeymen and apprentices who are, have been or will be a part of the story it tells. It is meant to be read by the participants in the continuing history of the world of work of the union carpenter."

Specifically, it is an important contribution to the ongoing work of the Center for Labor Education and Research of the University of Alabama at Birmingham.

The Alabama history is added to the list of histories already written by California, Connecticut, Missouri, Nebraska, New Jersey, New York, Ohio, New Mexico, Oregon, Vermont, Colorado, Illinois and Kansas. Locals producing histories include Local 83, Halifax, N.S.; Local 1325, Edmonton, Alberta; Local 1598, Victoria, B.C.; Local 94, Providence, R.I.; Local 18, Hamilton, Ont. and Local 978, Springfield, Mo.

Alberta Construction Workers Push Certification Efforts

After a two-month walkout, picketing at job sites and demonstrations at many rallies, construction workers—union and non union—are going back to work in southern Alberta, seeking union certification and better wages and working conditions.

It all started August 21 when more than 200 non-union workers at two construction sites in Calgary walked off the job in protest against existing conditions. A week and a half after the initial walkout, 19 construction jobs were down in the Calgary area.

Though contractors threatened legal action, many strikers, suffering under "merit shop" conditions, went to the United Brotherhood and other Building Trades units seeking support.

Union workers began distributing handbills which stated: "Skilled tradesmen have been taking a beating from the big contractors for the past four years. The use of spin-off companies, 24-hour lockouts and labor contractors have undercut wages, benefits

and working conditions . . .

"Worse than that, the contractors now want cross crafting. They plan to have one man working as a carpenter, electrician, plumber and painter . . . whoever works for the least will get the job!"

Alberta contractors began promising the workers \$2 an hour raises, if they'd come back to work . . . the same money they refused to give before the walkout.

Work stopped for a time at Olympic Park, where preparations are underway for the 1988 Winter Olympics.

Alberta has some of the most labor restrictive laws in the provinces with measures forcing collective bargaining and a binding arbitration.

To deal with these restrictions, unions are urging members to go back on the jobs while they sign up more and more non-union workers, eventually gaining the majority needed to bargain effectively with the contractors.

Members In The News



Skip Watkins, wildlife manager, examines a 14-inch tree felled by beavers. Part of Watkins job is to investigate complaints concerning predatory animals and land destruction.

Wildlife Manager

Skip Watkins rises before dawn to begin investigating complaints he has received from citizens in Madison County, Ind. Although Watkins is a recently-graduated journeyman carpenter by trade, part of his life revolves around wildlife management.

Watkins a Local 1016, Muncie, Ind., member, was featured recently in the *Anderson Sunday Herald* for the work he has done since obtaining his degree in wildlife management and wildlife biology from a New York college sponsored by the Fur Takers of America.

He begins his morning by investigating public complaints relating to predatory animals. Most of the complaints Watkins receives come from farmers who have experienced land damage. Many times the damage is caused by beaver plowing; in other cases, canine animals such as coyotes have invaded the farmer's livestock. It is Watkins' primary purpose to move the predators from the area. In addition to eliminating part of any given population, wildlife management involves establishing a proper environment in which the animals can thrive.

His actions are guided by the state laws. He removes animals from congested areas of the county and places them in better ecological situations. The animals are removed by trapping or moving them to different areas. Last year, red and grey foxes trapped by Watkins were placed in zoos or on private farms, whose owners agreed to their release there. Watkins removed several from Madison County after first treating them with penicillin to ward off disease.

Watkins also teaches proper trapping techniques, serves as chairman of the state legislative team on wildlife trapping and is lobbying in the state house for the acceptance of a trapper education bill.

Working from Scratch



Hume in his home workshop.

WALT HUME of Local 1715, Vancouver, Wash., can "create just about anything from scratch and without blueprints, according to *The Columbian*, the Clark County newspaper.

He was a star of the recent East County Hobby Festival 1987 at the Camus, Wash., Community Center, where local hobbyists showed off their specialties and met the public.

Hume started making model airplanes when he was a kid, and now he's crafting violins. In between, it has been guns, wooden birds, model steam engines and steamships. He created a model freight train that circles his back yard on a 7½-inch-wide track.

When he starts a project, he scribbles its outlines on a chalkboard he calls his Einstein Board, then goes to work. He crafts his own iron, steel and brass components in his personal foundry.

"I frown on anything that is plastic or anything I can buy," says Hume. "To me that stuff is absolutely worthless."

ALFRED COE of Kansas City, Mo., a member of Local 61 since 1931 is another member who can create something unique from scratch. His specialty is wood carving, and he's produced more than 1700 carvings over the past 39 years. He retired his carpentry tools in 1972 and went full time into his lifelong hobby.

His wood sculpture has won more than 75 awards, including three best-of-show awards. When the AFL-CIO Union Industries Show was to Kansas City a few years ago, Coe was invited to demonstrate his skills in the Brotherhood's exhibit booth, and he attracted crowds of show visitors. Twenty-eight years ago he carved a statue of a carpenter which stands on a pedestal in the offices of Local 61. The local union bought the statue from Coe when the work was completed.

He also created a bas-relief plaque of Peter J. McGuire, founder of the UBC and Father of Labor Day, shown with Coe in the picture below.

The carving of a brown pelican, also below, is made from wild cherry and stands three feet tall on a pedestal. It took 200 hours of patient work to complete.



Alfred Coe, his bas relief of Peter McGuire and his brown pelican.





Symbol of the DAD's Day solicitation for Blueprint for Cure, this year, was this Building Tradesman on his way to work.

Blueprint for Cure Begins its Third Year

Two years ago, *Carpenter*, in its November, 1985, issue, reported the first UBC contributors to the Blueprint for Cure campaign. It had been announced at the four UBC Leadership Seminars in October, 1985. A hat was passed and seminar participants gave until several thousand dollars had been tallied up for the cause.

That year the theme for the meetings was "Yes, you are your brother's keeper." President Campbell admonished members to support the campaign in order to help those in need. "I am appealing to you, as well as to all labor people throughout the country, to take an active part in this drive to raise funds."

Videotapes and films describing the vital work of the Diabetes Research Institute were shown at each of the seminars as well as to the UBC employees at the General Office in Washington. A complete library of audio, video and printed material about the campaign was made available to each board member to distribute to their local unions.

Two years later, contributions are still coming in to meet the need of the facility in Florida. Progress has been made but the goal has not been met. Again we are reminded, yes, we are our brother's keeper.

Among the recent contributors to Blueprint for Cure were the following: Locals 33, Boston Mass.; 107, Worcester, Mass.; 248, Toledo, Ohio; 275, Newton, Mass., and 1693, Chicago, Ill.

Contributions also came from the New York State Council Convention and Sheret Post Inc.

There were contributions in memory of Kevin James Folan from Bill and Terry Murphy and in memory of Paul Stewart from Local 44, Champaign, Ill.

Wives of delegates to Illinois State Convention contributed, as did the New Jersey State Council, and the following locals: 40, Boston, MA; 44, Champaign, IL; 162, San Mateo, CA; 402, Northampton, MA; 1026, Miami, FL and 1338, Charlottetown, P.E.I.

A contribution was received in memory of Harold R. McDonald from 1597, Bremerton, WA.

Other contributors included I. J. Dick, German Insurance Agency, Goldberg, Fohrman & Weisman Ltd., Pontoon Plaza Development Co. and Virginia Wagner.

Blueprint Added To Federal Campaign

Unionized federal employees for the first time will have the opportunity to contribute to the Diabetes Research Institute through the annual Combined Federal Campaign. DRI has been the beneficiary of the fund-raising efforts of the AFL-CIO endorsed Blueprint for Cure campaign in which union members have raised over \$2 million dollars. DRI is the only diabetes-related charity on the Combined Federal Campaign list.

The Combined Federal Campaign enables federal employees to pledge a certain amount of money per pay check to a charity. Last year the campaign raised over \$137 million nationwide. Campaigning and voting occur from September through November. While the Diabetes Research Institute will be listed on the pledge forms in the Washington, D.C. area, people living in other areas of the country are encouraged to write-in DRI.

Blueprint for Cure Co-chairmen are Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department; Patrick J. Campbell, General President of the United Brotherhood; and Edward J. Carrough, general president of the Sheet Metal Workers' International Association.

The Diabetes Research Institute, located at the University of Miami in Florida, is considered America's foremost diabetes research organization. The Blueprint for Cure campaign has committed its support to building a new institute which will become a symbol of hope for the nation's 12 million diabetics.

Most recently, the institute has spawned a breakthrough in diabetes research—the discovery of a curative treatment in dogs. Although this "cure" has been applied to two human patients, the results of the treatment are unclear but positive.

Diabetes is a serious chronic disease affecting 12 million Americans, and the number is expected to increase dramatically among people age 45 to 64. Diabetes is the leading cause of blindness in the U.S. and is the third leading cause of death from disease. The disease affects virtually every organ in the body, producing kidney disease, bladder dysfunction, stroke, impotence and gangrene.

Dr. Daniel H. Mintz, Scientific Director of DRI, has said, "I believe there will come a day in the near future when patients will not require insulin injections and will be free of the disease as we know it. "For the patient, that will be a cure." he added.

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It will soon be 1988 and time to begin saving the record of the new year. This can be done efficiently with **Carpenter** binders. Each binder is made of sturdy black, simulated-leather, with the **Carpenter** logo in white on the spine and front cover. Simply insert each month's issue by slipping removable steel rods into the centerfold of the **Carpenter** magazine. No hole-punching necessary! These binders make it easy to reserve the magazine at home or at the local union for future reference.

To order, send \$5 to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., NW, Washington, DC 20001.

Labor News Roundup

Hazardous waste ruling studied by OSHA, EPA

The U.S. Department of Labor has proposed and called for comment on safety and health regulations covering an estimated 1.19 million workers who may be potentially exposed during hazardous waste operations and emergency spills.

The proposal, issued by OSHA, when finalized, would replace an interim final rule to provide such protection which was put into effect last December. The interim rule remains in effect until the effective date of the new standard.

The comprehensive proposal would require, among other things, site analysis, training, medical surveillance, protective equipment, informational programs, waste handling, decontamination procedures and emergency response.

Hearings on the proposal were held last month. The Labor Department is working closely with the Environmental Protection Agency on this matter. The final ruling by OSHA is expected to be adopted by EPA.

Over half of mothers with one year olds back in labor force

Mothers are returning to work sooner after giving birth than ever before, according to the Department of Labor's Bureau of Labor Statistics report. Fifty-two percent of the mothers with children one year old or younger were in the labor force in 1987. Five years earlier, the proportion was 43% and 10 years before it was only 32%.

Indiana project to be built and financed union

A union-owned insurance company based in Washington, D.C., has issued a \$1.5 million first mortgage on a new office building in Crown Point, Ind. The Union Labor Life Insurance Company, a \$1.6 billion insurance and investment services company owned by local and national labor organizations, has issued a mortgage loan to the American Thought Group Corporation (A.T.G.), the Indiana Corporation that built One Professional Center, also in Indiana.

The mortgage, which was funded through ULLICO's union-oriented "J for

Jobs" Mortgage Investment Account, was contingent upon the project being constructed by unionized contractors.

Ban on construction possible unless Clean Air Act is amended

Several major urban areas in the United States may face a ban on constructing potential pollution emitting facilities because they have failed to meet Federal EPA ozone standards. Congress would have to amend the Clean Air Act before December 31 to prevent the ban.

Among those cities failing to comply with EPA standards are Chicago, Washington, D.C., San Francisco, Baltimore, Atlantic City, Birmingham, Cleveland, Boston, Dallas, Houston, Los Angeles, Milwaukee, Nashville, Philadelphia, Portland, Ore., Portland, Maine, St. Louis, Salt Lake City and San Diego.

While some of these cities may improve their pollution standing before the December 31 deadline, other areas are hopeless. According to one EPA spokesperson, "If you took every car off the streets of Los Angeles, they still couldn't meet it."

Study shows unions reduce inequality in wages and benefits

Union efforts to obtain higher wages and benefits for their members have the overall impact of reducing inequality within the economy, concludes Conference Board economist Richard Belous. Using several data sources, he finds proof that "the recent growth in income inequality has been real, and it is not some statistical fluke."

A number of economists in the past have expressed the view that unions create more inequality. According to the findings of Belous, "unions tend to reduce inequality within the system."

As compensation levels increase in the unionized workforce, non-union workers also may see their wage levels raised. Belous points out that non-union employers may increase wages out of concern that unions may try to organize their workers.

OSHA denies bid to limit smoking in the workplace

OSHA will not develop a standard to limit smoking in the work place, as requested by the American Public Health Association and the Public Citizen Health Research Group. OSHA acknowledged that exposure to tobacco smoke is an important health issue, however, since it is not generated by an industrial process, OSHA does not consider it a priority.

Nearly half of college freshmen hold down jobs

A record 48% of the youths who entered college after graduation from high school in June 1986 were also in the labor force in October, according to data released by the Bureau of Labor Statistics of the U.S. Department of Labor. More than 85% of those in the labor force were employed.

On the other side of the coin, about 560,000 young people had dropped out of high school between October 1985 and October 1986. Only 64% of the dropouts were in the labor force, and their unemployment rate was a high 27.9%.

Services industries polarize growth in major cities

The increasingly dominant role of the services industries and their strong job growth over the last several years has transformed several major cities into new centers of growth for those regions, a Conference Board study finds.

"Service sector growth has become the new economic dynamic, transforming Boston, New York, Atlanta, Chicago and Los Angeles into this country's unofficial regional capitals," says Steven Malin, the Conference Board's specialist in regional economics. A resurgence of manufacturing is critical to the continued expansion of services industries.

"The industrial Midwest may well be the next part of the country to experience a service-induced economic revival. Readily available labor, wage moderation, unoccupied space in land and buildings, outstanding universities to train workers, a strong entrepreneurial tradition and a pool of skilled managers should all help."

Union volunteers fill Red Cross blood banks

Nearly 59,000 pints of blood were collected in August during the AFL-CIO's emergency donor drive, the federation reported at a meeting of labor and American Red Cross officials.

The joint initiative was launched last December by the federation's Department of Community Services to increase blood donations by union members during January and August when blood supplies are at a critical low point. The nationwide donor campaign targeted 44 communities for special blood drives.

Coordinators appointed by state and local AFL-CIO central bodies worked with labor's community service representatives, affiliated unions and Red Cross regional blood center staffs to increase donations. Three additional cities participated in the August campaign.

CLIC Contributions Needed for '88 Program

The Carpenters Legislative Improvement Committee, CLIC, needs your continued support as it ends 1987 and begins its work on the campaign year. There will be many challenges ahead in the new year as CLIC works on issues important to labor. To help in this work fill in the coupon at right and return it with your check. Recent contributors include: John M. Price, Local 123 retiree, Boca Raton, Fla.; George W. Picton, Jr., Local 1456, Brick, N.J.; Monte L. Bordner, Local 287, East Berlin, Pa.; Howard M. Johnson, Local 839 retiree, Lake in the Hill, Ill.; Charles E. Nichols, general treasurer emeritus and Local 1109 retiree, Stockton, Calif.; Ladies Auxiliary 3, Local 429, Irving, Texas; Julio Mobiles, Local 6000 retiree, Newark, N.J.; Eugene

Yes, I want to help!

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J. Perego, member on disability person, Pittsfield, Mass.; and Clark R. Anson, Local 297 retiree, Plainwell, Mich.

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Double Breasting

Continued from Page 3

Stanaloni said contractors that have gone double-breasted suddenly become "too busy" to take on jobs through their mainstream union operation but steer potential customers to their non-union entities.

Charles E. Key, business manager of the North Georgia Building Trades Council, testified that subcontractors have been told by double-breasted general contractors that "if you want to work for us, you'll need to set up a nonunion shop."

One result, Key said, is that the number of union contractors employed in his council's jurisdiction shrunk from more than 5,000 in 1982 to about 1,400 now.

And when the unions agree to roll back wages so that their employers can compete with nonunion operations, "the contractors just turn around and cut their nonunion wages by the same amount."

That's not bargaining, Key said. It's "a conspiracy to fix prices by control-

ling both sides working in the same market."

Senators need to hear the truth—not the falsehoods that are being spread by the ABC, AGC and the Chamber of Commerce. Write your senators. Visit their offices. Ask your senators to co-sponsor and support S.492.

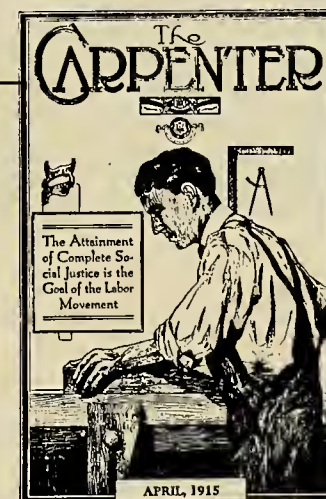
At stake is the future of your collective bargaining rights—your job, your livelihood and the well being of your family. Contact your senators today.

Regional Seminars

Continued from Page 6

dealings with owners and contractors. He urged unions to welcome all qualified craft workers into their ranks in order to combat the inroads of non-union work crews.

First General Vice President Sigurd Lucassen warned the delegates that the UBC will and must change, when necessary, its "ways of doing business" if it is to accomplish its goals. The workshops provided local and council leaders with many tools to reach their objectives in the months ahead.



A reproduction of the 1915 Carpenter cover is suitable for framing and would make a wonderful gift for the carpenter of the family! It is available in dark blue on white, tan, goldenrod, green, salmon, cherry or yellow. It may be obtained at 8½" x 11½" dimensions by sending 50¢ in coin to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., NW, Washington, DC 20001. Indicate color preferred. Hurry, Christmas is almost here!

LOCAL UNION NEWS

Tampa Lets The People Know



Members of Local 140, Tampa, Fla., are currently working on construction of Wags Restaurant in Bradenton, Fla. Wags is a division of Walgreens and uses union carpenters to build their restaurants throughout the country.

Pictured here are Business Representative Brian E. Blair, Terry Johnston, Mathew Gulch, Kevin Loomis, Doug Dameron, Tony McDowell and Foreman Robert Loomis.

Florida Members at 'Jobs For Justice' Rally



Over 500 UBC members and their families participated in the "Jobs with Justice" rally held in Miami Beach, Fla., this past July. These members played a significant role through financial support as well as active participation in the rally. Part of the participating UBC members are shown above.

Unions affiliated with the AFL-CIO Industrial Union Department, including the United Brotherhood, recently kicked off a campaign called "Jobs with Justice." UBC locals in Florida participated.

The campaign started in Florida last July with a rally in the City of Miami Beach. More than 11,000 attended the rally. It attracted national attention toward recognizing the abuses which take place daily in the work place.

A follow-up rally was held a month later in Sioux Falls, S.D., as 15,000 working men and women signed the "Jobs with Justice" pledge. The pledge of support is the cornerstone of the campaign. Men and women all across America are being asked by their co-workers to sign the pledge and join in this fight for workers' rights.

Union Carpentry Pushed in Detroit

A group known as the Labor/Management Productivity and Training Committee (LMPT) has been formed in Detroit, Mich.

Carpenter labor is represented in the group by the Detroit Carpenters District Council.

Management is represented by delegates from the Associated General Contractors, Detroit Chapter, the Detroit Carpenter Contractors Association and the Association of Construction Employers.

"The purpose of our group," explained LMPT Director John DeMattia, "is simply to promote the use of union carpenter labor in the Detroit area. The best selling point is a workforce that's as well trained and productive as humanly possible."

DeMattia is president of CCA and also of Novi general contractor Lerner-Linden.

LMPT's first project is a survey of the status of union versus non-union construction in the Detroit metropolitan area, results of which will be publicized.

"The survey will not only show the market share of union and non-union contractors but will indicate attitudes toward both," stated Forrest Henry, AGC director of Labor Relations and LMPT management alternate delegate. "If we find problems, we can remedy them; where we find benefits, we can build upon them," Henry added.

LMPT has developed a course to train carpenters to be more effective foremen. After a pilot program which began in February, LMPT is kicking off the second session of the course.

"Not only is the union behind this effort," said CDC Secretary-Treasurer Dan Kelley, "we are attempting to initiate similar programs across the country. The threat of non-union labor is very real, but we feel that our people are better trained, better equipped and generally more productive. We want to get that word out." Kelley is LMPT's labor co-chairman.

LMPT's activities are supported by contributions from construction firms that are signatories to union carpenter agreements.

Secretary Honored

Local 1098, Baton Rouge, La., honored Yvonne Bodi, office secretary, with a retirement party for her 33 years of service to the local. It was held at the local union with many of the past business agents, assistants, financial secretaries and officers in attendance. She was presented with a retirement plaque and gift certificate by E.J. Ardoin, financial secretary.



Ontario Holds 66th Convention

The Ontario Provincial Council recently held its 66th Convention in Toronto at the Loews Westbury Hotel. In attendance were 80 registered delegates representing 32 local unions and six district councils. Also in attendance were representatives from New York State Council, British Columbia Provincial Council, General Secretary John S. Rogers, retired 9th District Board Member William Stefanovitch and retired Secretary Treasurer of the Ontario Provincial Council Edmund Boyer.

Nels Hilborn, retired industrial vice president of the Ontario Provincial Council, and Thomas G. Harkness, retired Canadian director of organizing, were honored at the banquet held the second day of the convention, for their many years of service and dedication to the Brotherhood.

The Ontario Convention heard a summary report from General Secretary Rogers on



Nels Hilborn, retired industrial vice president of the Ontario Provincial Council, was presented with a clock for his 28 years of service to the Council. Shown, from left, are Quintin Begg, president; Mrs. Hilborn; Hilborn and Bryon Black, secretary-treasurer.

\$50,000 Agreement In Nova Scotia

In February 1985, Local 1588, Cape Breton Island, Sydney, Nova Scotia, tried to organize one of the biggest non-union employers in the province. The first attempt failed; but after the third attempt, with the help of the General Office organizing staff and Jim Tobin, an organizing drive was put together that spelled success.

In early 1987, Nova Construction started a project in a mine wash plant at Reserve Mines in Cape Breton. Local 1588 filed a grievance because the employer refused to recognize the collective agreement. The local was successful in reaching a \$50,000 agreement with the company, which represents the largest arbitration settlement in the history of the province of Nova Scotia in construction.

Along with the settlement, the local has a document assuring them of union labor whenever Nova Construction or any of its related companies are working in Cape Breton and will follow the collective agreement.

the Brotherhood's progress in Canada since the general convention, one year ago. Ninth District Board Member John Carruthers was also a speaker. The council's top officers, President Quintin Begg and Secretary-Treasurer Bryon Black, were re-elected to their posts.



Thomas Harkness was presented with gifts for his many years of dedication to the Ontario Provincial Council and the Ontario Industrial Council. Shown here are John Carruthers, 9th District Board Member; Mrs. Harkness; Harkness and John S. Rogers, General Secretary.

Eversmann Roasted



Henry Eversmann was recently honored by the Illinois State Council with a retirement dinner and testimonial roast attended by 300 friends and fellow union members.

Eversmann retired after 16 years as an organizer for the state council. He previously served as business agent for Local 295 for eight years and was past president of the Madison County District Council. He is a 41-year member of the Brotherhood.

He was "roasted" by numerous union officers and representatives and was presented with a variety of gifts. He is shown above being presented with a St. Henry medal by Dick Ladzinski, secretary-treasurer of the Illinois State Council. He was earlier presented with the skunk cap he is wearing by the State Council Executive Board as a sign of their affection.

Johnsey Honored



A dinner-dance was held by Local 725, Decatur, Ill., to honor George Johnsey, 54-year member. He joined the Brotherhood in 1933 and was initiated into Local 1290, Hillsboro, Ill., where his father was a charter member.

Johnsey was presented with a 50-year gold certificate by Gene West, president, right, and honored with a lifetime membership. Seated to his right is son, Mark Johnsey.

Cuomo, Labor Day



New York Governor Mario Cuomo joined labor officials assembled for the march up Fifth Avenue at the 1987 Labor Day Parade in Manhattan.

In his address at the 69th Street reviewing stand, the Governor thanked organized labor for its support over the past five years. He said the fact that union membership in New York has increased by more than 5% between 1984 and 1986 and that the number of new business starts in the state is among the highest in the nation is no coincidence.

Pictured with Governor Cuomo from left are: Pascal McGuinness, president of the New York City District Council of Carpenters; Sandra Feldman, president of the United Federation of Teachers; and Thomas F. Harinett, New York State commissioner of labor.

Local 455 Veteran Seeks WW II Buddies

Norman Laustsen, a 50-year member of Local 455, Somerville, N.J., is trying to locate fellow World War II veterans of Company C, 3119th Signal Service Battalion, who served from 1942 to 1945 in the South Pacific, so they can join a reunion. Any UBC members who served with Company C can write Norman Laustsen, 3 Rockage Road, Warren, N.J. 07060.

NEW

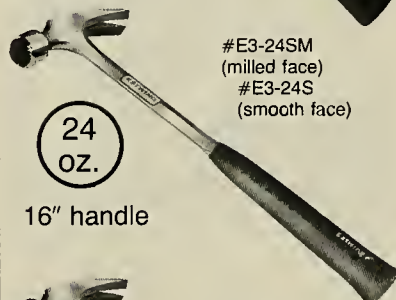
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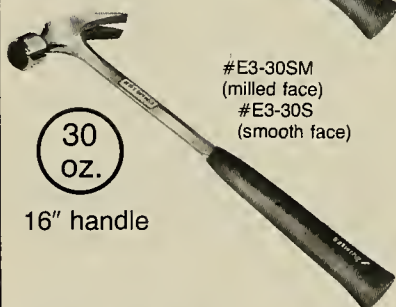
14" handle



#E3-24SM (milled face)
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Paul Miller Feted At Testimonial

More than 1200 people gathered at the Registry Hotel in Los Angeles recently for a testimonial dinner honoring Paul Miller for his long service to the Brotherhood and his work as secretary/treasurer of the Los Angeles District Council.

Miller was toasted by a wide range of leaders from the labor movement and the political community. Leo McCarthy, lieutenant governor, served as master of ceremonies.

Remarks were made by Patrick Campbell, general president; Jack Henning, state labor federation chief; Tom Bradley, Los Angeles mayor; Jerry Cremins, head of the state building trades council; and Ron Tutor, head of the United General Contractors. The final speaker was Doug McCarron, new district council executive secretary.

Among those who attended were Vice President Sigurd Lucassen and General Treasurer Wayne Pierce.

Mayor Bradley characterized the honoree as "all that is best about the labor movement."

Miller told the well-wishers, "When I took out my first work permit in Local 269 in Danville, Ill., over 40 years ago, and started working as a carpenter, I had no idea where that decision would lead me. Certainly, I never thought that I would find myself in such a beautiful hotel on a night like this, with my wife Virginia at my side, breaking bread with so many fine people and surrounded by friends from all walks of life. And all thanks to a job I enjoyed more than anything else."

Tarrytown Honors Past Presidents

Local 149, Tarrytown, N.Y., recently honored its past presidents at a gala reception and dinner-dance. Joining more than 400 guests were General President Patrick J. Campbell, 1st District Board Member Joe Lia and New York Council President Paschal McGuinness. The honorees were presented with framed invitation plaques and custom designed rings to commemorate the occasion.



Past presidents are shown here receiving the commemorative rings. From left, Gary Omboni, president; Garry Rayford, Frank Ferraro and Gabe Galletto, past presidents; and Jack Centofanti, master of ceremonies.



Doug McCarron, left, new executive secretary of the Los Angeles District Council, thanked his predecessor, Paul Miller, for the leadership and devoted service he has given to the council and to UBC members of Southern California.

Family Support



Domingo Roman, an employee of Lee Bolin and Associates of Calabasas, Calif., and a UBC member, was killed in an automobile accident by a wrong-way driver on the Simi Valley Freeway, last December. Lee Bolin & Associates and the Los Angeles District Council of Carpenters jointly raised and gave the Roman family a check for \$11,833.80 to help family members through this unfortunate experience. Funds were raised by Lee Bolin employees at a picnic and matched by the district council.

Lee Bolin, left, with Mrs. Domingo Roman, Doug McCarron, secretary of the district council, and Armando Virgara, also of the district council.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

MOVING PROJECT

Local 751, Santa Rosa, Calif., participated in the 38th Annual Luther Burbank Rose Parade in Santa Rosa this year. The float itself was constructed at the local union hall while the play house, on top of the float, was constructed while moving down the parade route. Twenty carpenters and their families worked on the float. The float was the only entry by organized labor.

The play house was made in pre-formed wall and roof sections, and the rafters and ridge beams were routed and sanded. The fascia boards were scalloped and routed. The rest of the trim work was routed with a roman ogee. The play house was donated to the P.E.P. Child Care Center at the County Administration Center on the completion of the parade. The tow truck pulling the float was provided by Ala-Con Construction Co.



A play house was constructed on a float during the 38th Annual Luther Burbank Rose Parade by members of Local 751. Working on the float are John Fries and Tom Post. John Walsh is in the background carrying the banner for the local union. Not seen in the picture are Charles Flanders and Mark Cleavland, who were working on the inside of the play house.

LABOR STUDIES



Edward Baker, business representative of Local 532, Elmira, N.Y., recently was presented with a certificate for the completion of labor studies at Cornell University. The presentation was made by Mary Lehman, coordinator for the Central District Labor Relations Program. This was the fifth graduation class of the New York State School of Industrial Labor Relations.

MEDAL RECIPIENT

Charles E. Nichols, General Treasurer Emeritus of the UBC, was recently and belatedly awarded the Bronze Star Medal for meritorious achievement in ground combat against the armed enemy during World War II in the European African Middle Eastern Theater of Operations.

"It has been 43 years since I walked through mine fields, scrambled through barbed wire and ran under artillery fire to retrieve the fallen as the Battle of St Lo in France," he wrote in a recent letter.

Nichols had previously received the Soldiers Medal and five battle stars on being discharged from the Army in the 1940s.

INDIAN ARTIFACTS

The Upper White River Archaeological Society, held an Indian Artifact Show recently in Anderson, Ind. Fred McGuire, a third-year carpenter apprentice and member of Local 1016, Muncie, Ind., was one of the exhibitors.



McGUIRE

McGuire is one of the original 12 members of the local society, which, less than a year after it founding, boasts more than 100 members. He has been actively searching Madison and Delaware counties for six years and estimates that he has walked over 10,000 miles in his search for artifacts. His most prized find is a 10,000 year old "Paleo" point in perfect condition that he found near Alexandria, Ind. Altogether, he has personally found over 3,000 pieces.



McGuire's prized find, framed at center, is from the Paleo Indian period. It was found near Alexandria, Ind.

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Airbags and Automatic Seat Belts Coming

Installations to be phased into all new U.S. automobiles over next two years

In 1986 the Department of Transportation announced that 46,000 people died during the previous year due to motor vehicle crashes. Thirteen thousand people were injured each day, which is more than 4.5 million injured during the year. Of these injuries, 2 million were disabling injuries. Roughly 45 million people will be injured in motor vehicle crashes in the next decade, according to these statistics. That's about one-fifth of the population of the entire United States.

Motor vehicle crashes are the number one cause of paraplegia, quadriplegia and epilepsy. On the average, each of us can expect to be in a crash once every 10 years. For one out of every 20 persons, it will be a serious crash.

In 1979 the United Auto Workers came out in favor of automatic seat belts and air bags and worked as part of a coalition effort for effective passive restraint regulation. A major law suit in the early 1980s contributed to the Department of Transportation, National Highway Traffic Safety Administration issuing a federal motor vehicle safety standard requiring their installation starting with the 1987 model year.

Insurance Benefit

According to the Workers' Institute for Safety and Health, these firms offer an additional \$10,000 accidental death benefit for an insured person who dies of motor vehicle accident injuries sustained while wearing a safety belt:

MONY Financial Services
Mutual Life Insurance Company of New York
MONY Life Insurance Company of America
MONY Legacy Life Insurance Company
General Motors
Burroughs Corp.
Rockwell International
United States Postal Service
PPG Industries
Government Employees Insurance Company

This regulation, FMVSS 208, Occupant Crash Protection, requires automatic occu-

pant protection in all passenger automobiles manufactured for sale in the United States after September 1, 1989. Manufacturers began meeting a phased-in schedule, starting with the 1987 models. As of September 1, 1986, 10% of all cars produced for sale in this country were required to have automatic crash protection systems: automatic belts, air bags or any new technology such as energy-absorbing interiors, that provide occupant protection in a 30-mile-per-hour barrier crash test. Twenty-five percent of all cars built after September 1, 1987, 40% of all cars built after September 1, 1988 and 100% of all cars built after September 1, 1989 must be equipped with automatic protection.

There are two kinds of automatic belts being used. One is attached to a track over the door and is operated by a small electric motor. The other is attached to the door and moves into place when the door is closed. (See Illustration A below.)

Three-point safety belts (lap plus shoulder) when worn and tightened can protect a person well in a crash at 30 mph and under. Research has shown that safety belts de-

Continued on Page 38

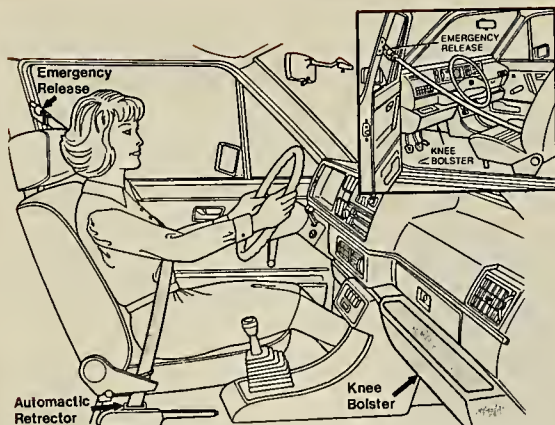


ILLUSTRATION A. This is a diagram of one type of automatic seat belt installed in some of the new model cars. This particular type is attached to the door post and automatically locks when the door closes.

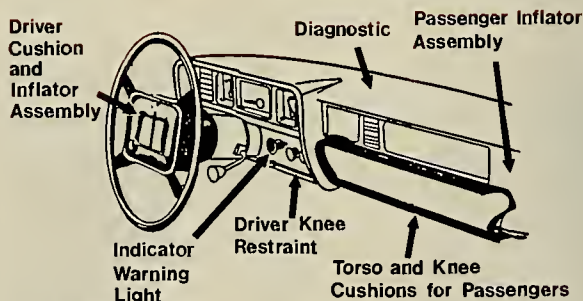


ILLUSTRATION C. New model cars will be equipped with air bags to protect front seat drivers. The above illustration shows the new dashboard designed to contain the equipment needed for the air bag device. Air bags are in the steering column and below the glove compartment. Four sophisticated sensors located on the front structure of the car signal the air bags to deploy in a serious frontal accident.

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

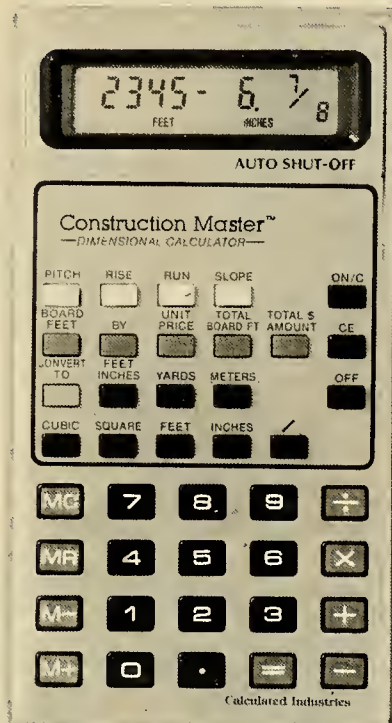
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"Invaluable for adding up overall dimensions," Ford Ivey, Charles River Cons., Needham, Mass.

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APPRENTICESHIP & TRAINING

New Journeymen in Omaha



Shown above are new journeymen of Carpenters Local 400 and Millwrights Local 1463, Omaha, Neb. They are, front, Instructors Dave Wilson, Richard Petersen, Tom Schulz and Jim Rethmeier and Daniel Gazinski, coordinator.

Back row, Carpenter journeymen Tom Lee, Gil Straley, John Podrazo, Bill Shoehigh and Mike Latoza, and new millwright journeymen Bob Neitzke and Kevin Swanson.

Pasco Holds Rigging Class



Millwright Local 1699 Joint Apprenticeship Training Council, Pasco, Wash., recently held a rigging class for its apprentices. Standing on the rig are Henry Torres, Local 2403, Richland; Tim Patton, Local 1699, Pasco; Bob Jewett, Local 98, Spokane; Jeff Bynum, Local 98, Spokane; Ray Harter, Local 1699, Pasco; Dawes Marlatt, Local 98, Spokane; and Dale Shoemaker, Local 1699, instructor.

Local 964, New City, N.Y., Holds 1987 Graduation



The apprentices of Local 964, New City, N.Y., were recently honored at their graduation. 1987 graduates include, front, Cristobal LeBron, David Watson, Andrew Gelhaus, John Boyle, Glenn Rannestad and John Lovell.

Back, Joseph Messina, Edgar Judge, Daniel DeCarlo, Steven Dukes, Ronald Hill, Derek Tolleson, Scott Bielski, Mark Balach, Peter Johnson and Brad Tompkins.

Not available for the photograph were Mark Kasper, Bradley Swingle and David Vasser.

26 Compete in New Jersey Apprenticeship Contest



Twenty-six fourth-year apprentices competed at the Burlington County Vocational Technical High School in the 19th Annual New Jersey State Apprentice Contest. Winners included: Carpenters—Walter Kienzle, Paul Gutleber, Stan Borysewicz and Gregory Mazza Jr. Mill-Cabinet—Walter Doernbach Jr., Richard Lurz and Carl Siegfried. Millwrights—Thomas McNally and Thomas Moran. Above are the contestants with their plaques certifying participation. At left, Joseph J. D'Aries, administrative manager, New Jersey Carpenters Apprenticeship Training and Education Fund. At right, George H. Laufenberg, state council president. Back row, left, is First General Vice President Sigurd Lucassen.

Harrisburg Grads



The Carpenters Joint Apprenticeship Committee, Area 4 of the Keystone District Council, Harrisburg, Pa., held its annual apprentice completion dinner at the Hotel Hershey. Four apprentices completed their training and received their journeyman certificates. They were, front, Donald Cope, Qui Truong, Johnny Moore and Timothy Kutz. Back row, Richard W. Martz, who presented the certificates, Secretary-Treasurer of Keystone District Council; James Reed, H.B. Alexander, and Son, Inc., and Frank Mulligan, field representative, U.S. Department of Labor.

Northern Arizona Apprentices Remodel YMCA Sky-Y Camp

With the combined efforts of the Central Arizona Carpenters JATC, Northern Arizona Carpenters JATC and Mardian Construction Company, 20 Central Arizona apprentices helped to remodel four cabins at a YMCA camp in the Heart of the Pines near Prescott, Ariz. The apprentices were under the supervision of Mel Purchase, Central Arizona Carpenters instructor, and David Grider, Northern Arizona Carpenters coordinator.

It was a joint effort, which put the Brotherhood's Performance Evaluation Training System into action. Mardian Construction Company provided the materials and supervision, the YMCA camp provided the project, and the Arizona Carpenters Apprenticeship and Training Committee provided the labor, while the apprentices got the task credits. Credits received included insulation, outside trim, inside trim, paneling, window installation and door installation.



Del Quist and Carl Byers, members of Local 906, Glendale, Ariz.



John Hocking, Local 1216, Mesa, Az., and Brian Carnes, Local 1089, Phoenix, Ariz.

Washington, D.C., Graduates 55

The Joint Carpentry Apprenticeship Committee of Washington, D.C., and Vicinity held its 37th annual graduation ceremony at Martin's Crosswinds in Greenbelt, Md., for 55 graduating apprentices. The group was composed of 38 carpenters, eight mill cabinet makers, four millwrights, one piledriver and four carpet layers.

The graduating class included 55 graduates. The 38 carpenters were Darrick Adkins, Alfred H. Beale, David F. Bowen, Mark Cole, James C. Fenwick, Christopher R. Grounds, Michael A. Jewell, Alan L. Knowlton, Gary Kuchera, Althea E. Spriggs-Kyler, Mario Maldonado III, Edward G. Miller, John T. Miller, Cynthia D. Mills, David W. Mills, Michael E. O'Barr, Joseph T. Pometto Sr., Jesse E. Ragan Jr., Ronald W. Rambo, Joseph J. Rausero, Keith R. Ricker, Mark P. Sauerwald, Lud-

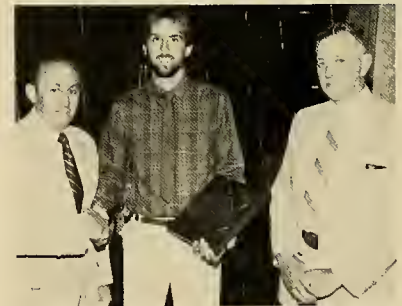
vik P. Sefcik, Michael S. Smioldo, Charles A. Smith, Daniel D. Snyder, Kenneth P. Spears, Gerald J. Thomas, Carl Thorpe, Joseph E. Tuono, Daniel B. Turley, Charles H. Turner Jr., Maria T. Urrutia, John D. Walker, Stephen M. Walker, David Whitfield, Thomas E. Whitlock and James J. Wyne.

Lawrence D. Burns, William A. Fridley, Donald N. Kahn, Stephen M. Moreland, Robert B. Noel, Michael J. Reid, Raymond L. Robinson and Robert C. Trostle graduated as mill cabinet makers.

Millwrights included Samuel A. Hill Jr., James L. Kesecker, Stephen A. Marshall and Michael S. Shortt.

Howard R. Duncan, piledriver.

Carpet layers were John T. Becker, Vernon F. Kent, Joseph F. Partonen and Rex A. Persinger.



The Joint Carpentry Apprenticeship Committee of Washington, D.C. and vicinity presented Gary W. Kuchera, carpenter, the highest scholastic award at the graduation ceremony for maintaining the highest grade average through his four-year training. Shown with him are Anthony J. Giacquinta, director, and William S. Pritchett, chairman.



Des Moines Project Earns Skill Blocks

Local 106 JATC, Des Moines, Iowa, recently completed a handicapped workers' craft sales building for the Easter Seal Society of Iowa. The project took 17 months to complete with 68 apprentices working on the building a total of 4,501 man-hours.

During the project the concrete, framing,



exterior finish, interior systems and interior finish classes were scheduled so that the apprentices performed various PETS tasks, completing skill blocks. The apprentices worked on the project under the supervision of instructor Ray Murray Jr.

The building itself is a 6,000 square foot wood frame structure with brick veneer. The materials for the building (at a cost of \$193,000) were donated by the Iowa Elks Association, and the land was donated by an anonymous Easter Seal volunteer.



The craft sales building in Des Moines from construction to completion—built by Local 106 apprentices.

Apprentice Service Praised in Phoenix

Fred Work and the carpentry apprentices in the Phoenix, Ariz., area were recently recognized for their community service in an annual report by Joe Costa, director of the Phoenix Labor's Community Service Agency.

Costa recognized the work the group has done over the past year as they built a workshop, complete with donated tables, tools and benches for the Jane Wayland

Center for Emotionally Handicapped Children; constructed a building for the American Cancer Society; built the Casa Blanca House; renovated a house for the Adopt-A-Family Association; and remodeled Sky-Y Camp in Prescott. In collaboration with the Teamsters, Plumbers and Pipefitters, Bricklayers and IBEW, a house was constructed

on the Sacaton Indian Reservation for a needy family. They built an 800-foot fence for "Hands Across America," and the pallets and boxes to carry 3,500 pair of boots to the freedom fighters in Afghanistan. They concluded their year with a massive Christmas tree in downtown Phoenix, which they build every year.

Employer Greed Threatens Skills

Employers who look to technology only to fatten profits are menacing the future of the American workplace and threatening the concept of apprenticeship, Paul Burnsky, president of the AFL-CIO Metal Trades Department, said in an address to the recent conference celebrating the 50th anniversary of federal apprenticeship legislation.

He blamed the "captains" of American industry who have gone "offshore, hired campesinos in South America and peasants in the Far East to produce look-alike products for our disposable society."

Technology has been used to de-skill workers and reduce expectations of consumers regarding quality, Burnsky said. He reminded the conference that a major factor in the competitive problem facing the U.S. is the "chasm" that separates incomes of U.S. top executives and their foreign counterparts.

Restoring the balance, Burnsky said, can happen "if we can harness the energy of the labor movement . . . our leaders and members . . . to restore the traditions, and standards and . . . most importantly . . . the stature of craftsmanship in American society."

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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Many Retirees Join Pittsburgh Club

Retirees Club 63, Pittsburgh, Pa., held its initial meeting in December 1986, with approximately 125 in attendance. It was a time of fellowship and enjoyment for the retired members. Officers pro tem were on hand to receive the charter for Club 63, presented to them by Robert Argentine, executive business manager of the District Council of Western Pennsylvania. An election of officers was held in the spring.



Retired members enjoyed a time of fellowship at their first meeting.



A charter was presented to the officers of Club 63 by Robert Argentine, executive business manager of the District Council of Western Pennsylvania, fifth from left. The officers, from left, include Phil Sweeney, president; Dick Keenan, secretary; Charles Stahl, treasurer; George Mann, Otello Ricci and Everett Brewer, trustees; and Harry Ackerman, vice president.

Ft. Lauderdale Installation



Club 10, Ft. Lauderdale, Fla., recently held its annual installation luncheon at the Brown Derby in Oakland Park, Fla. Those attending included Jeanne and Vincent Bryan, Mary and Oliver Cochran, Edward Doerr, Ora Lee, George Howes, Roy Helton, Blanche and Leo LaLonde, Janice and Omar Lowery, Edna and Evert Miller, Margaret and Eugene Radcliff, Ben Russell, Mildred and Ray Stokes and Roger Stout.

Pictured above are the newly elected officers. Eugene Radcliff, trustee; Leo LaLonde, trustee; Roy Helton, treasurer; Oliver Cochran, trustee; Vincent Bryan, president; Roger Stout, vice president, and Jean Bryan, recording secretary.

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OPINIONATED PATIENT

A medical student spent his summer vacation working as a butcher in the daytime and a hospital orderly evenings. Both jobs involved wearing a white smock. One evening he was instructed to wheel a patient into surgery. The patient, a woman, looked up and let out an unearthly scream. "Good heavens!" she wailed, "It's my butcher!"

—Maurice Howes
Local 260
Berkshire Co., Mass.



DOCTOR CONCURS

The overworked doctor had listened long and often to the ailments of a hypochondriac.

"Have you any aches or pains this morning?" he asked her.

"Yes, Doctor. It hurts to breathe. In fact, the only trouble now seems to be with my breathing," she admitted reluctantly.

"All right. I'll give you something that will stop that," he answered.

—Catering Industry Employee

DON'T BUY L-P



LOST IN TRANSLATION

Two hunters became lost in the woods.

"I know how to handle this," said the first hunter. "We're to fire three shots into the air for the rescue party."

And he did.

Hours later, the hunters were still lost. So the first hunter made three more shots.

Again, hours later there was no sign of a rescue party.

As the first hunter started to make three more shots, the second hunter stopped him.

"You'd better shoot just two this time," the second said. "We're about out of arrows."

—Boy's Life



THIS MONTH'S LIMERICK

A man and his money soon part
Whenever he isn't too smart.
When he never says no
To a sad tale of woe
His head is as soft as his heart.

—Alice E. Rockwell
Provo, Utah

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SEASONAL TEMPER

A group of chess players gathered in the lobby of a big New York hotel. Each player tried to better the other with tales of great moves and great games.

After a while, the hotel manager became angry, and shouted: "All right, everybody out!"

At the door, a player asked the manager why he was so mad.

"Because," the manager explained, "I can't stand chess nuts boasting in an open foyer!"

USE UNION SERVICES

FAST THINKING

For several weeks my fourth-graders had been studying the history of man through the ages, and I gave them a quiz. In answer to the question, "What are the three major races of the world?" one boy wrote: 1. Bossten Mayerathon. 2. Kintucki Durby. 3. The Indian apples 500.

—Reader's Digest

BUY UNION * SAVE JOBS

CAT TALES

A woman passed a crowd of children standing in a circle around a cat.

"What are you doing?" she asked.

One girl said, "We're having a contest. Whoever tells the tallest story wins the cat."

The woman exclaimed: "Shame on you. When I was little I never told an untrue story."

Hearing this, a boy in the circle shouted: "Give her the cat."

BE AN ACTIVE MEMBER

GET THAT DOWN

A worker was called on the carpet by his supervisor for talking back to his foreman. "Is it true you called him a liar?"

"Yes, I did."

"Did you call him stupid and a slave driver?"

"Yes."

"And did you call him an opinionated, bull-headed egomaniac?"

"No, but would you write that down for me so I can remember it?"

—Maurice Howes
Local 260
Berkshire Co., Mass.

Service To The Brotherhood



Battle Creek, Mich.—Picture No. 1

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

BATTLE CREEK, MICH.

Members of Local 871 called a special meeting to honor its members who had served 25 years or more. A light buffet was served and members were presented pins by Southwestern Michigan District Council Secretary Donald Bammann and Business Representative Richard Fleming.

Picture No. 1: Charles H. Aurand was given a standing ovation as he was presented with his 70-year membership pin. Pictured here are Charles Aurand Jr., Aurand, his daughter Marguerite, grandson Dan, and son-in-law Harlan Tiefenthal.

Picture No. 2: 40-year members Elwood VanAntwerp, Lewis Scarbrough, Perry Gray, Kenneth Wilson, Charles Buckholz, Robert

Williamme, William-Osterman and James Engle (seated).

Picture No. 3: Ezel Johnson and Harry Leins were presented with 45-year pins.

Picture No. 4: Members presented with 35-year pins were Harry Bechtol, Wayne Blanchard, Marion Huber, Leon Rich and Paul Weishar.

Picture No. 5: 30-year members, front, Milan Sutfin, Donald Schoonard, Clair Broward and Dwain Yoho. Back, Kenneth Cole, David Ganka, Robert Outman, George Wayward, Cecil Hollabaugh, Bernard Marshall and Morgan Snodgrass.

Picture No. 6: 25-year members Wesley Sonicksen, Elmer Moffett, Gary Fuller and Billy Creech. Not pictured was Russell Burt.



Battle Creek, Mich.—Picture No. 3



Battle Creek, Mich.
Picture No. 4



Battle Creek, Mich.—Picture No. 2

Battle Creek, Mich.—Picture No. 5



TULSA, OKLA.

Local 943 recently held a special meeting to honor its lifetime members. Guest speaker for the occasion was District 6 Representative Fred Purifoy. Pictured here front, are John Shoefstall, 69-year member; Clarence Hunt, 50-year member; L.A. Schneider, 53-year member; and Vernon C. Johnson, 57-year member.

Standing, from left, was Representative Fred Purifoy, 50-year member Jimmy McIntire, 51-year Member Charles Lander, 51-year member W.W. Camp, and Business Representative Gerald E. Beam.

Those unable to attend were Nels Berggren, R.M. Johnson, Oscar M. Loflin, George W. Patterson, E.J. Preston, C.G. Robinson, Charles Schmoll, H.F. Smith, and John Terrapin.



Tulsa, Okla.



Battle Creek, Mich.—Picture No. 6



Napa, Calif.—Picture No. 2



Napa, Calif.—Picture No. 3



Napa, Calif.—Picture No. 5



Napa, Calif.—Picture No. 4



Napa, Calif.—Picture No. 7



Napa, Calif.—Picture No. 6

NAPA, CALIF.

Local 2114 held a holiday celebration and pin ceremony to honor its longstanding members of the charter. The honorees and guests were treated to a buffet dinner followed by pin presentations. At the conclusion of the ceremonies a live band provided music for a dance.



Picture No. 1: 50-year member Nello Poli was presented with his lifetime membership status.

Picture No. 2: 45-year members included Herbert Phelps, Albert Kristensen, Ted Jalo, Lewis Limpic and William Jessiman.

Picture No. 3: Receiving 40-year pins were, seated, Sherman Perry, Dan Campbell and Thomas Teaford.

Standing, Sterling Slack, Robert Gaut, Harvey Rose and Bud Julian.

Picture No. 4: 30-year pins were awarded to, seated, Russell Ford, Theodore Mock, Charles

Harrison, Loren Stratton and Theodore Walters.

Standing are, Gilbert Pighini, Robert Mueller, Robert Anderson, Harry Gardner, Edward Hartley, Shirley Wattenburger, International Representative Babe Garcia and Business Representative John Bullock.

Picture No. 5: 30-year pins were received by, front, Harlan Hopp, International Representative Babe Garcia and Edward Kuhn.

Standing, George Grimm, Guy Alexander, Enn Soomet, Russell Lowther and Wayne Armstrong.

Picture No. 6: Willard DeArmond, Charles White, Albert Retzlaff and Robert Weeks received 20-year pins.

Picture No. 7: The Ladies Auxiliary of Local 2114 was chartered May 9, 1949. Shown here are, seated, Elsie Wattenberger, Ella Poli, Mary Teaford and Mildred Schnackenberg.

Standing are, International Representative, Babe Garcia, Clara Kuhn, Marge Anderson, Business Representative John Bullock, Lillian Whitfield, Eleanore Phelps, Meta Stratton and Executive Secretary John Casey.



Portsmouth, N.H.—Picture No. 1



Portsmouth, N.H.—Picture No. 2



Portsmouth, N.H.—Picture No. 7

Portsmouth, N.H.
Picture No. 6
Boulanger



PORTSMOUTH, N.H.

Members of Local 921 recently gathered at the Yokens Restuarant for their awards banquet. Members of longstanding service to the Brotherhood were presented with pins.

Picture No. 1: Charles Oulton, 50-year member was presented with a Brotherhood watch for his service. Shown with him are Vice President Mike Brown, Mrs. Oulton, Trustee George Cochrane, Oulton, Financial Secretary Ray Trueman, Business Representative Dave Copp and President Don Richer.

Picture No. 2: Everett Street and Harry Hartford were presented with 45-year pins.

Picture No. 3: 40-year pins were presented to Norman Towle, Charles Remick, Joe Boucher, Bill Bennett, Norman Hartford, Roswell Gaunya, Jim Giambalvo, George DuRepo and John Schoch Sr.



Escanaba, Mich.—Picture No. 1

ESCANABA, MICH.

Local 1832 recently held a special pin party to honor its members with 25 years or more of service to the Brotherhood.

Picture No. 1: Arthur Olsen, Steve Rodman and Ernest LaCrosse were honored for their 45 years of service.

Picture No. 2: 40-year members included Jacob Landis, Marlin Kidd, Carlton Olson, C. Melvin Carlson and Mike Russell.

Picture No. 3: Shown here are 35-year members, front, Pete Nelli, Wilbur Slye, Leo Moreau, Art Weberg and Elmer Brazeau. Back row, Oscar Larson, Walter Deno, James Davidson and Emil Erickson.



Escanaba, Mich.—Picture No. 2



Escanaba, Mich.—Picture No. 3



NEW YORK, N.Y.

Members of the 52 Club, the retirees club of Dockbuilders Local Union 1456, New York City District Council, who were recently awarded their 50-year, 45-year and 30-year membership pins.



Portsmouth, N.H.—Picture No. 3

Back row are Dave Phillips, Frank Allen, Moulton Jones, Ed Welch, Steve Lambathas and Red Hodge.

Picture No. 4: 35-year members receiving pins include True Glidden, Custer Chase, George Pond, Roland Dumont, Maynard Corson, Ernest Boulanger, Arthur Audet, Rene LeBlanc and Jim Hurley.

Picture No. 5: Members receiving 30-year pins are Bill Ruger, Joe Sabol, Leo Robitallic, John Doggett, Raoul Dubois, George Tskarris, John Murray, George Rouillard, Ed Bourque, Leo Bernier, Ernest Stevens and LeRoy Libby.

Picture No. 6: Dick Boulanger was presented with his 25-year pin.

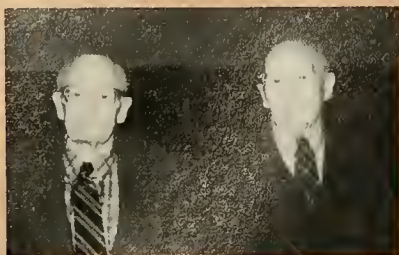
Picture No. 7: George Cochrane, Ray Grondin, Bob Blake, Wayne Harris, Joe Moffett and Bob Trembley were all presented with 20-year pins.



Portsmouth, N.H.—Picture No. 4



Portsmouth, N.H.—Picture No. 5



Elmhurst, Ill.—Picture No. 2



Elmhurst, Ill.—Picture No. 3



Elmhurst, Ill.—Picture No. 4



Elmhurst, Ill.—Picture No. 5



Elmhurst, Ill.—Picture No. 6



Elmhurst, Ill.—Picture No. 7

ELMHURST, ILL.



Benhart

Local 558 recently presented pins to members of longstanding service to the Brotherhood.

Picture No. 1: Elmer Benhart, 55-year-member.

Picture No. 2: 50-year members Stanley E. Holmes and Edward C. Plagge.

Picture No. 3: 45-year members Herman Wieg, Arnold O. Guse and Calvin Conningham. Back row, Wilber DeJong and John N. Wilson.

Picture No. 4: Seated are 40-year members ElRoy E. Swenson, James W. Clegg, John F. Denk and Sture Johnson.

Standing, Vernon A. Flichler, Raymond L. Myers, Jack I. Espeland, Walter C. Gray and Clifford G. Benhart.

Picture No. 5: 35-year members included (seated) Arthur R. Anderson, Edward R. Cixczon, Howard C. Smith and George Kaseeske Jr.

Standing, William H. Heyden, Charles Scharnwaber, LeRoy A. Levan and Elmer F. Hahne.

Picture No. 6: Seated, Martin J. Bougut,

William Overstreet, L.A. Overstreet and ElRoy A. Steben.

Standing, Walter Overstreet, Dwayne K. Zarbark, William Wellhausen and Richard Markward. These members are also presented with 35-year pins.

Picture No. 7: Sitting are 35-year members Richard P. Baumbach, Anthony Mankunas, Cecil E. Wooley Jr. and George Kaczmarek.

Back row, Jurgen N. Voss, Harold W. Thorsell, Thomas J. Stoesser and Charles A. McGowan.

Picture No. 8: 30-year members sitting, Ray Larson, Eugene Peeson, Henry J. Both, Jack

Continued on Opposite Page



Trenton, N.J.—Picture No. 1



Trenton, N.J.—Picture No. 4



Hodson

TRENTON, N.J.

Local 31 recently celebrated its 105th anniversary of charter. The event also served as an awards ceremony for presentations for longstanding service in the Brotherhood.

Picture No. 1: New Jersey State Carpenters Secretary William Devins, 2nd District General Executive Board Member George Walish, Business Representative Thomas Canto, 70-year member Arthur W. Hamer, 1st General Vice President Sigurd Lucassen and President James Capizzi.

Picture No. 2: John S. Hodson was presented with his 60-year membership pin.

Picture No. 3: Pictured here are members receiving 40-year pins. They include (seated) King David Brown, Andrew Keish, New Jersey State Carpenters Secretary William Devins, James Lokofsky, Business Representative Thomas Canto, 2nd District General Executive Board Member George Walish, John Gorski, James Savadge, Spartaco Lucidi, Anthony Fantauzzo, James E. Olsen, Henry Guarnieri, 1st General Vice President Sigurd Lucassen and Herbert L. Tettemer.

Picture No. 4: 25-year members receiving pins were Gerado Altieri, Thomas Gray, Leonard G. Risasoli, Clement A. Toporek, Carmen DiBartolo, Saul Rod, David H. Widman, William J. Spedding, 1st General Vice President Sigurd Lucassen and Joseph T. Labiak.



Trenton, N.J.—Picture No. 3



Elmhurst, Ill.—Picture No. 8

Jobin, Business Manager Stan Macenas and John J. Mikottis.

Standing, William F. Miller, Thomas M. Geary, Ernest A. Petersen, Paul Price, Dick R. Kuehl, Walter S. Kozak, Gustav Dressler and Arnold W. Steben.

Picture No. 9: Members presented with 25-year pins are front, Robert Kosatka, Rober D. Bernardin, Shelby L. Key, Hubert Knops, David R. Gauger, John Heffernan, Lee Cowan and Irvin C. Gackowski.

Middle row, Earl J. Zahmer, Glen Ringersen, Charles M. Steiger, Leon J. McClelland, Leslie H. Hovde, Paul E. Willuhn, John R. Overstreet and Daniel E. Ruschke.

Back row, John M. Tenerelli and Business Manager Stanley Macenas.

Picture No. 10: Sitting, Midvra Chester, Edward P. Tegtmeier, Otis W. Kaiser, Walter J. Krenznel, Frank Kovak, James R. Reese and Fred M. Rogers Jr.

Standing, Herman Stoeckicht, Edward J. Maggio, Eugene Wiesneth, Louis L. Wojnowiak, Rudolph A. Schmidt, John A. Reardon, James S. Rylands and Edwin P. Paster, all 30-year members.

MILWAUKEE, WIS.

Local 1741 held a dance in honor of its members with longstanding service to the Brotherhood. This was the last dance to be held by the original Local 1741, as it has recently been consolidated with Local 264, also of Milwaukee.

Picture No. 1: 50-year members to receive pins were, front, Arthur Struck, Michael Rauen, Carl Zahn, Louis Koss, Dewey Nicklas and Edward Wild.

Back row: Arthur Bilder, Ray Schemenauer, Herbert Caspary, Edward Wiener, Anthony Berget, Ralph Bowes, Edward Smaglick and Mansworth Smaglick.

50-year members not present but receiving pins were Eric Schneider, Alfred Eichstaedt, Robert Krueger, Carl Blend, Herman Glienke, Raymond Feld, George Dornbach, Paul Klatt, Ray Wolter, Paul Kinzel, George Blank, Carl Weissberg, Gerhard Klug, Carl Uecker, John Wagner, Harry Klug, Walter Eckl, Edward Machacek and Everett Anschutz.

Picture No. 2: Members receiving their 35-year pin were, front, Ignes Chady, Russell Streng, John Grassinger, Jerome Litzau and James Campbell.

Back row, Raymond Buchholz, Alvin Mutchelknaus, Harvey Ruprecht, Alvin Callies and Guido D'Alessio.

Picture No. 3: 25-year members included Alvin St. Onge, Roger Emery, Alois Krenn, Donald Oehldrich and Harold Schmid.



Elmhurst, Ill.—Picture No. 9



Elmhurst, Ill.—Picture No. 10



Milwaukee, Wis.—Picture No. 1



Milwaukee, Wis.—Picture No. 2



Milwaukee, Wis.
Picture No. 3



Tacoma, Wash.—Picture No. 8

TACOMA, WASH.

Local 470 held a special pin presentation party to honor its members with 25 to 50 years of service to the Brotherhood. They were honored with a social hour, pin presentation, honor awards, dinner and dance. They honored 125 members; about 220 people were in attendance at the party.

Picture No. 1: 50-year members honored were, seated, Albert L. Anderson, Austin Meade, Galen F. Neher and George C. Panther.

Standing: Lester Smith, LeRoy J. Fithen, Eugene Peterson and Warner Richards.

Those not present include Olaf Brukett, Harold Sand, Peter Velsvic and LeRoy Wright.

Picture No. 2: Members honored for 45-years of service included, seated, Paul E. Holloway, D. C. Clements, William Bayer and I. A. Hultberg.

Standing are Edward Howard, Donald J. Clark, A. O. Benoit and Clarence Calkings.

Picture No. 3: Other 45-year members included, seated, George Rolstad, Oscar W. Ottoson, Archie LaForge and Edwin Woods.

Standing are Arlie Stebbins, Alvin Winters, Gerald Van Beek, Wilford J. Moran and Henry J. Pannek.

45-year members honored but not present were Richard C. Anderson, Arlo Buchanan, Kenneth Forbush, Oliver Garnes, Garfield Geringer, Iver Haugen, Alvin J. Hawn, Billy Henn, Everett Hill, James L. Hoag, Carl Hostetter, Valerian Hughes, Anthony Hulscher, Marvin Kenney (deceased), Oscar Kulseth, Robert B. Martin, Fred A. May, James Morris, Elmer Morud, Arnold J. Nelson, Ray Nestegard, Ronald K. Predmore, Dave S. Smith, John Strauman, S.S. Svendsen, Robert Tjorstad and L.J. Wilson.

Picture No. 4: Seated are 40-year members who were honored: Robert S. Brewer, Authur E. Erickson, Joseph W. Anderson and Andrew Balstad.

Standing, Sam Lerew, Melvin Ereth and William G. Hogman.

Picture No. 5: Other members receiving 40-year pins were, seated, Harry A. Lindbo, Rudolph M. Ruston, Donald J. Rayley and Harold Krause.

Standing, Walter A. Yuckert and Milton H. Patterson.

Honored with 40-year pins but not present were Arnold L. Anderson, Roy M. Anderson, Carl L. Berg, Ward L. Chapman, Carl Ellerton, Verne W. Fogle, Trovald Handland, William Hulscher, Raymond M. Johnson, Clyde A. King, W.A. Kinkella, Theodore Kollar, Philip A.

Martin, Ira B. McCarthy, Charles E. Morgan, Werner J. Oquist, M.C. Rowe, Stanley J. Rowe, George Sandback, Donald Slonaker, Oscar M. Stokke, James D. Towne, Floyd B. Wines and Botho Wolfe.

Picture No. 6: Arvid K. Berg, Marcus L. Pyatt and Alexander Mitchell were presented with 35-year pins. Those honored but not present were Robert L. Almont, Vincent P. Borcich, Homer L. Capps, Lyle E. Coker, Robert L. Dugwyler, Emmett E. Gallagher, Raymond L. Hanson, Tony T. Lovrovich, Frank E. Nevala, Francis Pemberton, Darroll O. Thomas, Edward Vandenheuvel, Harlan E. Welch and Clarence T. White.

Picture No. 7: 30-year pins were awarded to August J. Smith, Dean Estep and James B. Gimse. Honored but not present to receive 30-year pins were J. William Baumgartner, W.C. Burrington, Robert C. Campbell, George M. Dobb, Roy R. Egan, E. H. Funkhouser, James M. Itami, Howard M. Mansfield, Clarence M. Roberts and Ed Watterson.

Picture No. 8: Those honored with 25-year pins were, seated, Eugene V. Smith, William H. Shreve, Marion R. Rawlins, Thomas E. Arfman and Eugene D. Swanson.

Standing are Roscoe H. Gilliland, Raymond P. Ellingsen, Stan D. Birkedahl, Richard T. Barwell, Marn Holden, Michael R. Shirk and Kermit L. Olson.

Those honored with 25-year pins but not present were, Knute E. Aune, D.J. Connelly II, H.T. Courson, Robert G. Griffin, Ronald W. Hagen, Leo L. Heger, Arnold D. Honek, George Kerilla, John E. Levang, Pete V. Lovrovich, Leonard W. Meeks, Robert Reed and Robert K. Webster.

Picture No. 9: Vernon P. Nilsen, a 37-year-member received a special award for his service as financial secretary, 1955-1959, representation of the Federal Bureau of Apprenticeship Training, 1959-1981, and regional administrator of Employment Standards, 1971-1976.



Tacoma, Wash.—Picture No. 7



Picture No. 9



Tacoma, Wash.—Picture No. 1



Tacoma, Wash.—Picture No. 2



Tacoma, Wash.—Picture No. 3



Tacoma, Wash.—Picture No. 4



Tacoma, Wash.—Picture No. 5



Tacoma, Wash.—Picture No. 6

SPRINGFIELD, MASS.

Local 108 recently celebrated its 100th anniversary with a pin presentation.

Picture No. 1: Receiving 45-year pins were, front row, Ralph Maurice, Financial Secretary Carl L. Bathelt, Joseph J. Caproni, Lawrence Stebbins, Felix Daignault, Business Agent Donald C. Shea and Michael Creanza.

Back row, Charles A. Reed, Nello Spadoni, Lester Wilk and William Hervieux.

Picture No. 2: 40-year pins were awarded to, front, Henry Coache, Archille Provencal, Edgar L. Provencal, Joseph E. Metras and Philip Ouellette.

Second row, Roy Johnson, Robert Collins, Ernest L. Demers, Fred E. Giguere, Gordon Eklund, Joseph Mouglin and Raymond Lewis.

Back row, Leroy Miller, Assistant Business Agent and Financial Secretary Carl L. Bathelt, Business Agent Donald C. Shea, Mario Nubile, Richard P. Patridge and Kenneth Goulding.

Picture No. 3: 35-year members include, front, Eugene D. Roux, Paul E. Pellerin, Gaston A. Gigard and Claude Ouellette.

Second row: Carl L. Bathelt, Financial Secretary, Marcel Bolduc, Xavier L. LaPolice, Charles Goncalves, Harry Bishop and Andrew J. Lach.

Back row: Ernest O. Giguere, Paul Horne and Donald C. Shea, business agent.

Picture No. 4: members receiving 30-year pins were, front, Eugene H. Vadnais, Roger E. Giguere, Joseph R. Reauvais, Edward S. Cieslak, John Vadnais, Kenneth Marotte and Michael Murphy.

Second row: Roger Labonte, Alfred Grondin, Richard C. Nelson, Richard Roberts, Wilfred Goneau, Harry E. Pray, Wesley Briand, Maurice Bellemare, Francis Riddell and Robert E. Lesiege.

Back row: Richard Corriveau, Mitchell Kuc, Edward L. Bruso, Pasquale F. Pio, George Plouffe, Donald A. Gagne, Robert E. Payuer, Francis W. Payuer, Robert Pasquale, David L. Gour and David Miller.

Picture No. 5: 25-year pins were awarded to, front, Robert F. Chagnon, Norman Dube, Lucien Champane and Wilfred J. Brunelle.

Second row: Donald C. Shea, business agent, Norman J. Deshaies, Ernest A. Reznik, Leo Poulin, Leo Samson, Bernard Mizula and Maurice Bellemare.

Back row: Joseph N. Lecours, Robert D. Willcutt, George Pusciano, Joseph F. Frisino, Joseph Jablowski, Noel R. Brill, Andrew M. Flanagan, James A. Wood.

HOUSTON, TEXAS

Local 551 recently honored Roy Warman as a lifetime member. He was a member of the Brotherhood for 77 years before his death this past June. Originally he was a member of Local 213, joining that organization in March 1937. We join with the brothers of Local 551 and his family in honoring Brother Warman.



WARMAN



Springfield, Mass.—Picture No. 1



Springfield, Mass.—Picture No. 2



Springfield, Mass.—Picture No. 3



Springfield, Mass.—Picture No. 4



Springfield, Mass.—Picture No. 5

IN MEMORIAM

The following list of 1,058 deceased members and spouses represents a total of \$1,935,240.11 death claims paid in August 1987; (s) following name in listing indicates spouse of member.

Local Union, City

- 2 Cincinnati, OH—Ted V. Henson.
- 3 Wheeling, WV—Charles Robert Och. Robert N. McCammon.
- 5 St. Louis, MO—Otto F. Dallman.
- 7 Minneapolis, MN—Glen M. Hardacker, Gregory Hodapp, Herbert G. Rundgren, William Hareid.
- 8 Philadelphia, PA—Gerald F. Carr Sr., Hugh H. Gibson, Jr., Lucy Delgrippe (s), Patrick M. Vicars, Russell E. Gring.
- 9 Buffalo, NY—Frank L. Hubert, John Freda.
- 10 Chicago, IL—Christopher J. Caldaro, Edward D. O'Connor.
- 11 Cleveland, OH—Anthony Soukup.
- 12 Syracuse, NY—John Cosens, Matthew Milazzo, Stanley Gapski.
- 13 Chicago, IL—John J. McTernan, John R. Fitzmaurice, Patrick Concannon.
- 14 San Antonio, TX—John B. Perkins, Viola Coker (s).
- 16 Springfield, IL—James Rex Cole.
- 17 Bronx, NY—Alex Daversa, Louis Dangelo, Peter Petersen.
- 18 Hamilton, Ont., CAN—Alojzija Vucina (s), David Hussey, Zeno Laurent.
- 20 New York, NY—Alfred Olsen, Alice Jensen (s), Harold Morris.
- 22 San Francisco, CA—Alexander Richard Martin, Arthur George Heglin, Mary Randolph Kegg (s), Piero Boscacci, William E. Peterson.
- 23 Williamsport, PA—James R. Moore, Valaria P. Checchi (s), Victor M. Eberly.
- 24 Central, CT—James R. Work Sr., Margaret Stauffer (s).
- 25 Los Angeles, CA—John Kabat, Per G. Bergman, Raymond Perez Gonzales.
- 27 Toronto, Ont., CAN—Eric Filippula, Walter Turnbull.
- 33 Boston, MA—Dollard A. Raymond, Mario G. Picardo, Robert C. Lagarde.
- 34 Oakland, CA—Lanzo R. Ritchie.
- 35 San Rafael, CA—Mary W. Tatum (s), Reuben Wm. Kaehler.
- 36 Oakland, CA—Henry Barr, Herman W. Schwarz, John Bliss Ridout, Louise Buyard (s), Thomas J. Richards, Jr.
- 40 Boston, MA—Sarah Sadie Elizabeth Day (s).
- 42 San Francisco, CA—Henry J. Mello, Jesse W. Fox, Willis Blumberg.
- 43 Hartford, CT—George H. Finney, James R. Whipple, Jr., John A. Taylor, Jr.
- 44 Champaign & Urbana, IL—Marion L. Flora, Robert L. Jenkins.
- 47 St. Louis, MO—Anthony Bommarito, F. Robert Wolz, Floyd N. Worley, George Edward Redmond, Herman S. Suchland, Melvin Beger, Thomas Henry Begley.
- 49 Lowell, MA—Rita Manchenton (s).
- 50 Knoxville, TN—Lee Roy Baker.
- 51 Boston, MA—Cornelius O'Callaghan, Hans Johann Schuth.
- 53 White Plains, NY—Jean Prisciantelli (s).
- 54 Chicago, IL—Anthony W. Arnold, Arthur Jude, Fred B. Wulff, John M. Pfalzer, Margit Oliva Heni (s), Stefan Gerbatsch.
- 55 Denver, CO—Alva Adams Dow, Daniel Metzger, Edwin L. Coulter, George Wagner.
- 58 Chicago, IL—Elmer G. Larson, Fred Stone, Gordon E. Lakso, Helen Adolphson (s), James K. Maeda, Johan Algot Johnson, John Anderson.
- 60 Indianapolis, IN—Frank A. Bauman.
- 61 Kansas City, MO—Albert C. Flowers, Clayton S. Elliott, Donald K. Bachelor, Everett L. Parker, Flavell M. Guier, Herman A. Blunk, John C. Hoy, John Gene Mantello, Leo H. Bridges, Leora Fern Weyer (s), Roy P. Edmonds.
- 62 Chicago, IL—Clyde Atkins.
- 64 Louisville, KY—James R. Keltner, William Woodrow Loy.
- 65 Perth Amboy, NJ—David Kertes.
- 66 Olean, NY—Robert L. Shelley.
- 67 Boston, MA—Eliss C. Johnson, Francis A. Donnellan, Jr., Thomas V. Burke.
- 69 Canton, OH—Raymond Limbacher.
- 71 Fort Smith, AR—Charles F. Hambrick.
- 73 St. Louis, MO—Audrey Mooney (s), Marvin T. Mooney.
- 74 Chattanooga, TN—Robert M. McBryar, Ruby Beatrice Helton (s), William R. Thompson, Sr.
- 76 Hazelton, PA—Annie Peiffer (s), Timothy Stancavage.
- 80 Chicago, IL—Albert W. May, Arthur F. Lord, Douglas Frazer, George H. Adderson, Ludwig Hartl.
- 83 Halifax, NS, CAN—Charles Nicholson, Lillian May Rafuse (s).
- 85 Rochester, NY—Douglas F. Shipman, Edward J. Stira, Melvin H. Wood, William J. Murray.
- 87 St. Paul, MN—Bernard Fleischhacker, Edward Colburn, Harriet E. Kressin (s), Joseph O'Connell, Levi Enos, Lois J. Bond (s), Martin L. Peterson, Robert I. Rytty, Shirley Swanner (s).
- 89 Mobile, AL—Lee R. Countryman.
- 90 Evansville, IN—Alta V. Stunkel.
- 93 Ottawa, Ont., CAN—Evelyn Annie Petrukowich (s), Henry Charlebois, Humberto Morgado, Roland Picard.
- 94 Providence, RI—Arthur Berube, Charles Stedman,

Local Union, City

- Emma Fandetti (s), Ernest Hopkins, Estelle Hope Kindberg (s), John Leo Hanley, Joseph Bilodeau.
- 98 Spokane, WA—Pauline E. Baker (s).
- 101 Baltimore, MD—Clarence W. Johnson, Henry J. Kaufman, Jr., John Wysocki, William L. Miller, Winston Phelps.
- 102 Oakland, CA—Louin Kenneth Chapman.
- 104 Dayton, OH—Herman P. Spratt, Verena A. McGriff (s).
- 105 Cleveland, OH—Joseph Hoegler.
- 106 Des Moines, IA—Arnold J. Erickson.
- 108 Springfield, MA—Neno A. Mazzoni, William V. Rumpik.
- 109 Sheffield, AL—Samuel S. Medley.
- 112 Butte, MT—Arthur L. Atcheson, Harry R. Evans, John A. Perusich, Mitchell V. Rosa.
- 114 East Detroit, MI—Constantino Dalessandro, Pauline J. Pogasic (s), William S. Groombridge.
- 115 Miami, FL—Grady Rhea Fletcher.
- 118 Detroit, MI—Edna Mae Ponsock (s), Elba Hicks, Llewellyn Russell, Virgil Shoults, William Dean Powell, William R. Splan.
- 120 Utica, NY—Antoinette Busch (s), Dominic C. Viase.
- 122 Philadelphia, PA—Joseph Nowicki, William C. Luther.
- 123 Broward-County, FL—James Paul Bales, Johanna D. Maloney (s).
- 124 Passaic, NJ—James Avolio.
- 125 Miami, FL—Anthony Lee Kwak, Earl M. Hartson, George Matus, Isidore Weizenthal, John O. Walters, Ray N. Hicks, Roy O. Tucker, Walter S. Banasiak, Walter W. Wall, Warren A. Fardig.
- 127 Birmingham, AL—Charles C. Beck, Ella Derotha Pate (s), Emery H. Wiggins, James T. Reed, Jr., Joseph C. Fulgham, Theodore McKinley Campbell, William J. Robinson, Jr.
- 128 St. Albans, VT—Charles Kenneth Goddard.
- 130 Palm Beach, FL—Harry J. Mitchell, Leonard Lalonde, Timothy Arthur Treptow.
- 131 Seattle, WA—Daniel J. Edwards, Dudley A. Paylor, Evelyn Markus Rostad (s), Florence D. Plueard (s), Helen Woolley (s).
- 132 Washington, DC—Arthur Baust, Norman Russell Newby, Willie Marie Stanley (s).
- 135 New York, NY—Mary Muslin (s).
- 140 Tampa, FL—George H. Boucher, Jr., Raymond Chesley Brooks.
- 141 Chicago, IL—Earl Darre, Nils A. Larson, Oliver B. Penn.
- 142 Pittsburgh, PA—Clarence L. Emeigh, Edward J. Ladesic, Richard A. Graziani.
- 144 Macon, GA—Benjamin R. Jarrell, Jr.
- 149 Tarrytown, NY—Karl Smalley.
- 155 Plainfield, NJ—Anna Eggen (s).
- 161 Kenosha, WI—Carl N. Frost, Emil Hansen.
- 162 San Mateo, CA—Henry J. Bienert.
- 163 Peekskill, NY—Lars T. V. Granfors.
- 166 Rock Island, IL—Thomas Bratton.
- 168 Kansas City, KS—Sidney T. Breshears.
- 174 Joliet, IL—Jesse J. Shepherd, Orville F. Jordan.
- 180 Valle Jo, CA—Delora E. Crews (s).
- 181 Chicago, IL—Edward F. Kazynski, Fredrik W. Wicklund, Nels Emil Nelson.
- 182 Cleveland, OH—Bor Swan, Botfrid Swanson.
- 183 Peoria, IL—Howard G. Rodgers, Jose Nunez, Walter E. Bledsoe.
- 184 Salt Lake City, UT—Dalton N. Woods, Ezra W. Hayes, Gilman Fikstad.
- 190 Klamath Falls, OR—Warren Morehead, Sr.
- 195 Peru, IL—Francis C. Heath.
- 200 Columbus, OH—Donald W. Carder, Forrest J. Cox, Harry A. Lovett, Kenneth E. Moss, Jr., Mack M. Mason, William Porter Smith.
- 203 Poughkeepsie, NY—Charles H. Vail.
- 210 Stamford, CN—John J. Fado, Jr.
- 211 Pittsburgh, PA—Martin D. Mullen.
- 215 Lafayette, IN—Elmer C. Benner, Walter E. Britton.
- 218 Boston, MA—Hugh R. Snow.
- 220 Wallace, ID—James Frank Day.
- 223 Nashville, TN—Jack Givens, Roy Leman Umfress.
- 225 Atlanta, GA—George M. McDaniel, Michael Duane Shook, Sylvester Johnson.
- 230 Pittsburgh, PA—Clara P. Westland (s).
- 232 Fort Wayne, IN—David T. Harris, Lester Pool, Oscar Meyers.
- 235 Riverside, CA—Golda Aline Pilcher (s).
- 246 New York, NY—Herbert Nesbit, Jacob Weintraub, Morris Schoenbrum, Robert Jaffe.
- 247 Portland, OR—Gunleif, Wold, Howard Ratliff, Ozro, G. Crockett.
- 250 Waukegan, IL—Albert John Kalk, Clea Mae Tillman (s), Maxine L. Branding (s), William R. Ramsey.
- 254 Cleveland, OH—Kenneth R. Stark.
- 255 Bloomington, NY—Joseph Charabasz.
- 256 Savannah, GA—Lacy M. Williams, Robert H. Strickland.
- 257 New York, NY—Constantin Biber, Frank Foreman, Fred Drolet, Tengel Torgeson.
- 261 Scranton, PA—Edward T. Wenzak, John Harrington, Mary Rossi (s), Miriam R. Behlke (s), Paul C. Rossi Sr., Ralph Lancia, Wesley B. Hague.
- 264 Milwaukee, WI—Arthur Pendleton, Herman Hohnndorf, Walter Eckl.
- 265 Saugerties, NY—Julius Lamanec.

Local Union, City

- 267 Dresden, OH—Mary Jo Heddleson (s).
- 269 Danville, IL—Clarence Kilby, Fay L. Bales.
- 281 Binghamton, NY—Charles F. Hoffman, Earnest E. Slater, Gerald J. Quinn, Julius J. Amadio.
- 283 Augusta, GA—Gerald R. Thomas Sr.
- 287 Harrisburg, PA—Adrian Versprille, Arthur R. Poorman, Calvin R. Shiffer.
- 296 Brooklyn, NY—Bernardo Miller, Max Cohen, Milton Welch.
- 297 Kalamazoo, MI—Norman C. Meisterheim.
- 302 Huntington, WV—Ethel Louise Camp (s), Travis Lee Little (s).
- 308 Cedar Rapids, IA—Leroy William Bierman.
- 311 Joplin, MO—David L. Smith.
- 316 San Jose, CA—Allen C. McCoy, August A. Brensike, Louis Zizzo, Pacomio Aparicio Quezada, Roy H. Hosley, William Holayer.
- 317 Aberdeen, WA—Forrest N. Potts.
- 334 Saginaw, MI—Albert B. Fetting.
- 335 Grand Rapids, MI—Gerald Arthur Shull, Mary L. Grant (s).
- 338 Seattle, WA—Elizabeth Gilbert (s), Stan F. Struzik.
- 342 Pawtucket, RI—Joffre Lamarre.
- 343 Winnipeg, MB, CAN—Albert Raymack, Martin Zepik.
- 344 Waukesha, WI—Aloysius Bratkowski, John A. Steinhoff, Marvin G. Mankowsky, Matthew A. Ziglin.
- 345 Memphis, TN—Frances Katherine David (s), Henry A. Kellum, Ruth K. Smith (s), Thelma L. Bounds (s).
- 348 New York, NY—Andrew Soderstrom, Charles A. Farrenkopf, Henry Holmberg, Peter Mesli, Rasmus Anderson, Susan Keough (s).
- 350 New Rochelle, NY—Anthony A. Spinelli.
- 357 Draffenville, KY—Ernest W. McAdoo, James A. Melton, James Fay Melton.
- 359 Philadelphia, PA—Gerhard R. Wuensche.
- 370 Albany, NY—F. William Ernst.
- 374 Buffalo, NY—Harold Matter, Nicholas H. Laguardia.
- 377 Alton, IL—Peter Kladar.
- 393 Camden, NJ—Charles J. Wilhelm, Ethel M. Schramm (s), Joseph Scully.
- 400 Omaha, NE—Margaret Helen Hemmingsen (s), Raymond L. Lovcall.
- 402 Northampton-Greenfield, MA—William N. Sautter.
- 410 Ft. Madison & Vic., IA—Bernard F. Hellige, Bill Williams, Ivan M. Dorsey.
- 413 South Bend, IN—Richard E. Luer, Valma L. Butt (s).
- 417 St. Louis, MO—Robert N. Kilgore.
- 424 Hingham, MA—Enok Olofson, Gerald P. Welch, John D. Bonomi.
- 429 Arlington, TX—Berlin R. Bergeron, Floyd Stanford Johnson, Harold Winfred Shipman, Mildred Catherine Parker (s), Morris Elmo Bardwell, Thelma Coldiron (s), Willie D. Collard, Willie Mac Turner.
- 433 Belleville, IL—Mildred Lindhorst (s).
- 437 Portsmouth, OH—Rayford E. Irwin.
- 452 Vancouver, BC, CAN—John Wright, Robert Ronald Nielsen.
- 454 Philadelphia, PA—John W. Landgraf.
- 469 Cheyenne, WY—Nathan E. Locke.
- 470 Tacoma WA—Charles Ledbetter, Robert T. Jorstad, Royce Hoyt.
- 472 Ashland, KY—Clifford B. Lahoun.
- 480 Freeburg, IL—Daniel Pruett.
- 483 San Francisco, CA—Cecil J. Damon.
- 493 Mt. Vernon, NY—Lillian H. Hopper (s).
- 496 Kankakee, IL—Albert Hyrup.
- 500 Butler, PA—Charles R. Walle.
- 502 Port Arthur, TX—Elliot P. Quick, Johnny W. Gilbert, Leon E. Brown, Wade Guidry.
- 512 Ann Arbor, MI—Roy Thomas Miller.
- 514 Wilkes Barre, PA—Joseph J. Heck Sr., Raymond Burkhardt.
- 526 Galveston, TX—Raymond Joseph Bahr.
- 527 Nanaimo, BC, CAN—Carl Beaulieu.
- 528 Washington, DC—Clifford Norris.
- 531 New York, NY—Milton E. McCarthy, Rocco Riani.
- 532 Elmira, NY—Francis Rohde.
- 535 Norwood, MA—Lillian Johnson (s).
- 537 Aiken, SC—Jerry L. Wimbome.
- 538 Concord, NH—Edward Gingras.
- 546 Vincennes, IN—Estelle I. Lawson (s).
- 548 Minneapolis, MN—Stuart E. Jennings.
- 549 Owensboro, KY—Glendell H. Floyd, John L. Priest, Lee Vera Denton (s).
- 551 Houston, TX—Chester C. Brown, Gladys Bates (s), James D. Evans, John Quincy Thompson, Leslie E. Wynne, Lucille W. Hembree (s), Roy L. Warman, Selma G. Watson (s), Thomas Earl Crews, Truman O. Porter.
- 558 Elmhurst, IL—Frank J. Ganser, Madrid Enders (s), Roland Hartman.
- 563 Glendale, CA—Peter A. Segerbeck.
- 579 St. John, NF, CAN—Herbert Mulley.
- 586 Sacramento, CA—Arvel M. Thweatt, Cyril N. Lotto, Floyd H. Frost, Henry S. Ronfeldt, Jack McCord, Jess W. Grantham, Jim S. Nakagawa, Leonard R. Larson, Mabel E. Miller (s), Richard L. Allen.
- 599 Hammond, IN—Homer Mudd.
- 600 Lehigh Valley, PA—Clarence W. Stibitz, Donald Miller, Elizabeth Rockovits (s), Verna I. Bachman (s).

Local Union, City

- 602 St. Louis, MO—Georgette M. Newberry (s), Mark S. McCarthy.
 603 Ithaca, NY—Elizabeth Jane Tamminen (s).
 608 New York, NY—Carlton Dalgard, Louis Klein, Michael Casey.
 613 Hampton Roads, VA—Charlie H. Bridges, Walter E. Miles.
 620 Madison, NJ—Kurt Laskowski, Maurice Giroud.
 622 Waco, TX—James E. Johnson.
 626 Wilmington, DE—Ann R. Haas (s), Henry A. Dvorak, Joseph V. Brunozi, Thomas A. Muzzelman.
 638 Marion, IL—Edward Louis Fricke.
 642 Richmond, CA—Jessie Ebert Emert, Walter Ralph Perkins.
 644 Pekin, IL—Ora Cody Hodgson.
 654 Chattanooga, TN—Oveline Pratt (s).
 665 Amarillo, TX—Delmar D. Orr, Evelyn Mae Williams (s), Mason K. McCaslin.
 668 Palo Alto, CA—David M. Napier, Dien Lissenberg (s), Gwendolyn Swift Bezner (s), James E. Powers, Susan Jo Guarino (s), Uno Olavi Pihlaja.
 675 Toronto, Ont., CAN—Anne Jacinta Miles (s).
 678 Dubuque, IA—Hans Gutohrlein.
 690 Little Rock, AR—Albert M. Johnson, Alice M. Imboden (s), Cellion A. Fox, Louis W.J. Berger.
 693 Lodi, WI—Ervin Heitman.
 698 Covington, KY—Paul Kidd.
 701 Fresno, CA—Dorothy L. Woodward (s).
 705 Lorain, OH—Loren C. Haskins.
 710 Long Beach, CA—Albert L. Vangroothest, Beryl L. Whitford (s), Iona Thurston Levie (s), Joseph Lester Levie, Joseph Shay, Lawrence Evans, Mason D. Padelford, Virginia Ann Seymour (s).
 715 Elizabeth, NJ—Jrene Vamos (s), Stanley Peal, Valentine W. Bernhardt.
 720 Baton Rouge, LA—Donis Ward Byrd, Louis W. Duffy.
 721 Los Angeles, CA—Bella Bornstein (s), Ernest Jordan, Gladys Mendivel (s), John B. Meese, Sima Mendelsohn (s).
 731 Manitowac, WI—Fredrick Schnorr.
 739 Cincinnati, OH—Stanley R. Wilhelm.
 742 Decatur, IL—Lois M. Berg (s), Morgan Mayall.
 743 Bakersfield, CA—Earl Gaines Hayes, Emery Mahorney, George U. Aho, Luther E. Thompson, Samuel Koop.
 745 Honolulu, HI—Peter H. Asari, Seiki Arakaki, Tadao Yamauchi, Tamio Shiotsugu, Thomas Miura, Yukiye Watanabe (s).
 747 Oswego, NY—Jane E. Conaway (s), Robert T. King Jr., Seth S. Eason.
 751 Santa Rosa, CA—Albert Hughes, Aron Lain, Leo McCormack.
 756 Bellingham, WA—Irvin J. McKinnon.
 764 Shreveport, LA—Connie B. McEachern.
 764 Yakima, WA—Alfred Jude, Georgia V. Kastning (s), Leonard T. Baublitz, Walter W. Warner.
 771 Watsonville, CA—Alfred E. Beck, Job Dykgraaf, William Niemela.
 780 Astoria, OR—Everett C. Groat.
 785 Cambridge, Ont., CAN—Murray Hoelscher.
 790 Dixon, IL—Earl B. Johnson, Florian E. Hoeshel, Forrest Flack, Joseph W. Shearer.
 792 Rockford, IL—Clarence Bergvall, Emery John Roe, John Kuczynski, Robert Friske, W. Hoyt Brown.
 801 Woonsocket, RI—Rene Telephore Plante.
 815 Beverly, MA—Ruth Flora Magee (s).
 829 Santa Cruz, CA—Arthur H. Bishop.
 839 Des Plaines, IL—George Schweigert, Kenneth John Smith.
 844 Canoga Park, CA—Celeste Miller (s).
 848 San Bruno, CA—Milton L. Peterson.
 851 Anoka, MN—Ernest M. Barthel, Harry H. Erickson.
 857 Tucson, AZ—Camilla Rigan (s), Frank J. Stein, Ivey L. Furlow, John L. Carter, Roy A. Gilbert Sr.
 859 Greencastle, IN—Daniel B. Clouser.
 873 Cincinnati, OH—Robert G. Flaig.
 902 Brooklyn, NY—Albert F. Unkenholz, Cono Demarino, Dominic Gurrera, George O. Tonnessen, Henry Goldberg, Vincent Della Speranza.
 904 Jacksonville, IL—Jack Elmer Reller.
 912 Richmond, IN—Paul F. Juerling.
 921 Portsmouth, NH—Donat D. Richer Jr.
 933 Hermiston, OR—Oran E. Stoughton.
 940 Sandusky, OH—James E. Quilter.
 943 Tulsa, OK—Jesse Lee Tibbs.
 944 San Bernadeno, CA—Benjamin Lee Walston, James E. Sossman, Leslie E. Randolph Sr., Nathan Deaton, Sherman Taylor.
 945 Jefferson City, MO—Clarence Schepers, Herbert C. Coil.
 948 Sioux City, IA—O. Lucille Morehead (s).
 953 Lake Charles, LA—Homer Lee Pickles Sr.
 955 Appleton, WI—John P. Hoffman.
 958 Marquette, MI—Adolph Feira, Walter Herman Deile.
 971 Reno, NV—Bart J. Jurick, Joe Braunschweig.
 973 Texas City, TX—Charlie E. Hughes, Gracie Hicks (s).
 974 Baltimore, MD—Harry Wianke Sr.
 977 Wichita Falls, TX—Carl Schreiber, Claude P. Dodson, Howard Haberman.
 978 Springfield, MO—Lorene A. Dodson (s), Marilyn J. Pauly (s), Monroe Harvey Garner.
 998 Royal Oak, MI—Albert W. Colbeth.
 1005 Merrillville, IN—David B. Yates, Joe Hansen, Paul B. Carpenter.
 1006 New Brunswick, NJ—Andrew Stafford, Joseph L. Obrien.
 1010 Uniontown, PA—Lester Harbaugh.
 1014 Warren, PA—Ralph Ross.
 1022 Parsons, KS—Edward H. Seaman, George A. Schneickert.
 1025 Medford, WI—Scott R. Erickson.

Local Union, City

- 1027 Chicago, IL—Raymond Ostrowsky, Stanley Koluvek.
 1031 Louisville, KY—Edward A. Jones, Emmett Hart.
 1033 Muskegon, MI—Donald D. Devowe.
 1039 Cedar Rapids, IA—Leo G. Jacobson.
 1040 Eureka, CA—Herman Schwede.
 1046 Palm Springs, CA—Roland Szuklitsch.
 1052 Hollywood, CA—Alphonse Stermer, James H. Branch, John Craven Windsor.
 1055 Lincoln, NB—Thomas Crabtree.
 1062 Santa Barbara, CA—Fred Larson, Lois E. Shipley (s), Louis Andrew Wazny Sr., Richard Ouimette.
 1065 Salem, OR—Erick S. Faaborg, Loyce N. Waterbury, Ralph William King.
 1089 Phoenix, AZ—Glenn R. Efort.
 1097 Longview, TX—William Albert Austell.
 1098 Baton Rouge, LA—Antoine Barras, Harrison Stewart, Herbert N. Pace, Ray G. Babin, William Olen Hart Jr.
 1100 Flagstaff, AZ—Theodore Spaulding.
 1102 Detroit, MI—John Cummins, Louis A. Leger.
 1108 Cleveland, OH—Harry P. Richter, John W. Gross.
 1109 Visalia, CA—John F. Pearson, Troy Dewayne Choate.
 1110 Washington, DC—Dennis R. Spears Sr.
 1120 Portland, OR—Albert E. Curnow, Donald Perisich.
 1125 Los Angeles, CA—Charles H. Waas Jr., Minnie E. Copeland (s), Sara Ruth Barnard (s).
 1132 Alpena, MI—James Burroughs.
 1138 Toledo, OH—Earl C. Linden Sr., Earl D. Jansen.
 1140 San Pedro, CA—Clarence Gravett.
 1146 Green Bay, WI—Gustave Adolph Anderson.
 1147 Roseville, CA—Ivy Levina Richardson (s).
 1148 Olympia, WA—Frances A. Southmayd (s).
 1149 San Francisco, CA—Albert B. Rivera, Joseph Broderick.
 1164 New York, NY—Constantino Casucci, Francesco Conte, Leo Scheige.
 1172 Billings, MT—Leroy Jesse Kikkert, Louis H. Kyriss.
 1187 Grand Island, NB—Rueben Eugene Ott.
 1192 Birmingham, AL—Callen H. Nation.
 1194 Pensacola, FL—Frank Arrowood.
 1207 Charleston, WV—Robert George Vogel.
 1216 Mesa, AZ—Richard W. Bleakney.
 1222 Medford, NY—Edward J. Murphy.
 1235 Modesto, CA—Albert F. Borelli, Algott Johnson, E. J. Gilman, Lonnie J. Parker, Maedean Claudia Davis (s), Ola Mae Jackson (s).
 1240 Oroville, CA—Bertha V. Watson (s), Marjorie E. Tucker (s).
 1243 Fairbanks, AK—Albert J. Ramel, Beverly Martin (s).
 1258 Pocatello, ID—George A. Misner.
 1260 Iowa City, IA—Theodore C. Kiesey.
 1273 Eugene, OR—George Holeman, Howard Dean.
 1280 Mountain View, CA—Willie R. Brooks.
 1281 Anchorage, AK—Dewey D. Smith, Michael Sivers, Perry H. Jones, Raymond Girves.
 1292 Huntington, NY—Kurt W. Kuhn Sr., Louis Griesser.
 1296 San Diego, CA—Evelyn W. Bradley (s), Harold I. Sharp, Paul J. Butz.
 1300 San Diego, CA—Roberto Estrella.
 1302 New London, CT—Anderson Merwin.
 1303 Port Angeles, WA—Eldred L. Eaton, Leona A. Ridgway (s).
 1305 Fall River, MA—Edward Briere.
 1307 Evanston, IL—Axel L. Olson.
 1310 St. Louis, MO—Paul Darrell Christopher.
 1319 Albuquerque, NM—Ernest W. Abeyta, Gilbert N. Riffle.
 1323 Monterey, CA—Joe Neri.
 1325 Edmonton, Alta, CAN—Jadwiga Suszko (s).
 1342 Irvington, NJ—Herman G. Talke, March Singleton, Tony A. Williams.
 1347 Port Arthur, TX—Mary Elizabeth Belile (s).
 1353 Santa Fe, NM—Juanita Armijo Rodriguez (s).
 1359 Toledo, OH—John C. Romak.
 1361 Chester, IL—James D. Gillison.
 1362 Ada Ardmore, OK—Haskell Conner Manners.
 1365 Cleveland, OH—Antonino Rito.
 1373 Flint, MI—Clyde Secoy, Hubert Leix, Lloyd Long, Max Albert Bishop.
 1397 North Hempstead, NY—Frank Gronroos.
 1400 Santa Monica, CA—Alfonso Budriunas.
 1407 San Pedro, CA—Cruz Arce.
 1419 Johnstown, PA—Harry F. Keiper, Joseph Topper, Raymond M. Ankeny.
 1428 Midland, TX—Juan G. Santiago.
 1437 Compton, CA—John B. Dashiell.
 1438 Warren, OH—Robert P. Mackey Sr., Rose Barnhart (s).
 1452 Detroit, MI—Clyde Terry.
 1453 Huntington Bch., CA—Arthur Tesdall, Luther J. Baker Sr., Viola M. Blowers (s).
 1454 Cincinnati, OH—Richard C. Milligan.
 1456 New York, NY—Arthur Jensen, Felice Cicchino, Harry Carlsen, Irma M. Axelsson (s), Louis J. Milza, Walter Sandvik.
 1461 Traverse City, MI—James E. Finlay Sr.
 1462 Bucks County, PA—William P. Loftus.
 1485 La Porte, IN—Archie P. Hastings, Donna M. Spivey (s), Virgil Spaulding.
 1468 Auburn, CA—Maureen Marie Zablotny (s), Vernon H. Brackett.
 1487 Burlington, VT—Jane M. Lizewski (s), Vito Franco.
 1489 Burlington, NJ—Franklin Rode, George E. Idell Sr., George Johnston, Lyman R. Bozarth Sr.
 1495 Chico, CA—George N. Hinz.
 1506 Los Angeles, CA—Dorothy M. Lemonds (s), Juan Calvin St. Amant, Robert T. Garcia.
 1521 Algoma, WI—George Shillin.
 1522 Martel, CA—Jack Dillashaw, Reuben Mustion.
 1529 Kansas City, KS—Wallace E. Williams.
 1532 Anacortes, WA—Juanita E. Brooker (s).
 1533 Two Rivers, WI—Alvin J. Sonntag.

Local Union, City

- 1536 New York, NY—Joseph Casserly, Josephine Lepore (s), Olivo Magagna.
 1539 Chicago, IL—Jack H. West.
 1545 Wilmington, DE—Katherine D. Wilson (s).
 1548 Baltimore, MD—Hollis William Long, Norman L. Jensen.
 1553 Culver City, CA—Edith R. Younk, Roger Hudd.
 1565 Abilene, TX—Lawrence E. Churchill.
 1571 East San Diego, CA—Jesse Slagill Jr.
 1581 Napoleon, OH—Anna Madalene Frederick (s), Virgil C. Barth.
 1583 Englewood, CO—Arthur R. Venard, Markus Scheuer.
 1590 Washington, DC—Catherine Boyle (s), Wilfred E. Wiland, William C. Hale.
 1596 St. Louis, MO—Irma D. Bruner (s), Peter Bells, Roy O. Wirth.
 1597 Bremerton, WA—Carl A. Bock, Lewis C. Wilcox, William E. Palmer.
 1598 Victoria, BC, Can.—George Lovgren.
 1599 Redding, CA—Allen Blevins, Daniel Vernon, Helen Louise Hye, Walter V. Schmidt.
 1607 Los Angeles, CA—Carl J. Kelly, William S. Behney.
 1612 E. Millinock, ME—Wendell A. Fernald.
 1618 Sacramento, CA—Patricia Ann Solis.
 1622 Hayward, CA—Harry H. Hawkins, Peter P. Nunes, Ruth Frances Dyer.
 1632 S. Luis Obispo, CA—Anna M. Javine, Richard F. Hogan Sr.
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 1723 Columbus, GA—Julius Vernon Horton.
 1723 Columbus, GA—Julius Vernon Horton.
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 1739 Kirkwood, MO—Dorothy M. Fredericks, Louis F. Kimker, Raymond J. Buettmann, William E. Palmer, William I. Holmes.
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 1749 Anniston, AL—Era Lucile Denham (s), Grady M. Heaton.
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 1755 Parkersburg, WV—Robert L. Bailey.
 1764 Marion, VA—George G. Sutter, Joe H. Smith.
 1765 Orlando, FL—Edward DeLafchell, Hilda A. Hosea (s), Lanford M. Connell.
 1770 Cape Girardeau, MO—Howard Orlin Edwards.
 1772 Hicksville, NY—John Overgaard.
 1780 Las Vegas, NV—Allan Shepherd, Burt Parenteau.
 1789 Bijou, CA—Howard J. Thompson.
 1797 Renton, WA—Charles E. Brown, Philip E. Bingham, Siebelt J. Kruse.
 1811 Monroe, LA—Clinton O. Garrison, Sam Alex Nolan, William E. Nyegaard, Zelma Lee Sharbono (s).
 1815 Santa Ana, CA—Armas R. Teter, August W. Miller, David A. Likins, Fred P. Leonard, Katherine D. Ferrero (s), Robert L. Reed Jr.
 1823 Philadelphia, PA—Barbara G. Mansolino (s), Charles A. Seeley.
 1832 Escanaba, MI—Arvid W. Carlson.
 1835 Waterloo, IA—Dello E. Ziebell (s).
 1837 Babylon, NY—Daniel Egington, William Greve.
 1839 Washington, MO—Alfred W. Ficke.
 1845 Snoqualmie, WA—Albin Engstrom, Oscar P. Kirschmann.
 1846 New Orleans, LA—Henry Favre, Jaqueline O. Tanner (s), Leon Frierson, Jr., Theodore Chauvin, Theophile A. Duroncellet, William C. Trascher, Winnie Dupuy.
 1849 Pasco, WA—Austin J. Duke, Bernard P. Heumpreus, Harold E. Frede, Raymond Snyder.
 1855 Bryan, TX—Joseph Stuart Wright.
 1861 Milpitas, CA—Ada G. Coss (s), Avel R. Carlstrom, George P. Silva, Herbert Anderson.
 1865 Minneapolis, MN—Hans P. Lervik.
 1871 Cleveland, OH—Armand V. Rossi, Benhart Hyvarinen, Wayne Cole Vogan.
 1884 Lubbock, TX—Jimmie Ray Kemp.
 1896 The Dalles, OR—Arthur W. Walseth, Henry G. Crane.
 1897 Lafayette, LA—Lillian P. Melancon (s), Sidney Watkins.
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 1931 New Orleans, LA—Paul B. Petit.
 1946 London, Ont., CAN—Nick Scholotiuok.
 1959 Riverside, CA—Merle R. Pennells.
 1961 Roseburg, OR—Almeda A. Follett (s).
 1971 Temple, TX—Ollie Bynum, Raymond Fritz.
 1976 Los Angeles, CA—Mack Wright, Sr., William B. Hudson.
 1978 Buffalo, NY—Robert J. Felschow, Sr.
 1987 St. Charles, MO—Edward A. Cochrum, Harold A. Dudley, Kathryn B. McMenamy (s).
 1997 Columbia, IL—John S. Millar.
 2012 Seaford, DE—Pete O. Elzey.
 2015 Santa Paula, CA—Elsie May Stone (s), Lawrence Rodriguez.
 2018 Ocean County, NJ—Joseph R. Takacs.

In Memoriam

Continued from Page 37

- 2035 Kingsbeach, CA—Ray A. Grahm.
- 2042 Oxnard, CA—Bill Earl Spencer, Laura Neuman (s).
- 2046 Martinez, CA—Dorothy Ksenzulak (s), Henry Kloeffel, John T. Knight, Ramon F. Sanchez.
- 2054 Tacoma, WA—Robert James Hartson.
- 2067 Medford, OR—Arthur G. Hanson.
- 2077 Columbus, OH—Edgar D. James.
- 2078 Vista, CA—Georg Larsen, Willie Edward Davenport.
- 2087 Crystal Lake, IL—Ben T. Larson.
- 2103 Calgary, Alta., CAN—Edward A. Kelly.
- 2114 Napa, CA—Edwin R. Erickson.
- 2119 St. Louis, MO—Erwin A. Steinkuehler.
- 2130 Hillsboro, OR—Harold Duncan.
- 2155 New York, NY—Joseph Turk.
- 2172 Santa Ana, CA—Newell Bill Cody.
- 2177 Martinsville, IN—Joyce Kidwell.
- 2203 Anaheim, CA—Loy L. Hadley, Reta Elizabeth Shaw (s), Ward P. Simpkins.
- 2205 Wenatchee, WA—Carl C. Beaty, Elmer E. Bull, Martha M. Beaty (s).
- 2212 Newark, NJ—Gustave Hicks, Sigurd Simonsen.
- 2214 Festus, MO—August P. Bins, Jonathan C. Hileman.
- 2231 Los Angeles, CA—Frank W. Hildebrand.
- 2232 Houston, TX—Albert Joe Lindley, Claude W. Eades.
- 2239 Fremont, OH—Clyde William Rozelle.
- 2250 Red Bank, NJ—Edgar Welch.
- 2265 Detroit, MI—Harold Butts.
- 2268 Monticello, GA—Willie Hilliman.
- 2274 Pittsburgh, PA—Doris E. Shreckengost (s), Frank W. Miller, June L. Cobbs (s), Vernon L. Miller.
- 2287 New York, NY—Howard Rosenberg.
- 2288 Los Angeles, CA—Bertha Jasper (s), Dale R. Fowler, Joseph D. Crenshaw, Paul Tolmachoff, Phillip J. Greening, Robert C. Wilson, Robert W. Davis.
- 2292 Ocala, FL—Lindia Black (s).
- 2350 Scranton, PA—William R. Ross.
- 2352 Corinth, MS—Robert R. Covington, Sr.
- 2361 Orange, CA—Donald Lee Cody.
- 2371 Cambridge City, IN—Gary T. Cross.
- 2375 Los Angeles, CA—Eddie Risner.
- 2410 Red Deer, Alta., CAN—Robert J. Thorndale.
- 2416 Portland, OR—Harley D. Stanton, Leonard L. Martin.
- 2420 Newark, OH—Herbert L. Ritchey.
- 2429 Fort Payne, AL—Jessie B. Long, Tommy R. Dupree.
- 2463 Ventura, CA—Rexford W. Nelson.
- 2477 Santa Maria, CA—Louis Nathan Swint.
- 2581 Libby, MT—Duane L. Anderson, Kenneth D. Jaynes.
- 2588 John Day, OR—Roy Paul M. Davis.
- 2601 Lafayette, IN—Dorothy Grist, Geneva Deckard, James L. Robertson.
- 2608 Redding, CA—Clyde Gilbert Evans.
- 2633 Tacoma, WA—Louis A. Stangle, Oscar V. Booher, Sarah I. Wheeler (s).
- 2637 Sedro Woolley, WA—Darrhe Arthur Lundgaard, Walter Emil Kelbach.
- 2652 Standard, CA—Angelo Botti, Howard Keefe, Jose Goicocchia.
- 2682 New York, NY—Natale M. DeJulio.
- 2693 Pt. Arthur, Ont., CAN—Taisto T. Miettinen, Troy Sauriol.
- 2701 Lakeview, OR—Harvey Hale.
- 2714 Dallas, OR—Earl C. Riha, Phyllis Lorraine Evans (s).
- 2715 Medford, OR—Billy Wade Farber, Paul H. Mitchell.
- 2743 Woodville, TX—William G. Higginbotham.
- 2767 Morton, WA—Charles Redfield, Leonard Lindberg, Leslie Johnson.
- 2785 The Dalles, OR—Leroy Frank Lucas.
- 2812 Missoula, MT—Ottelia Gould (s).
- 2816 Emmett, ID—Deana Rae Mathews (s), William P. Wingerd.
- 2817 Quebec, Que., CAN—Gerard Senechal, Leonard Nadeau.
- 2819 New York, NY—Herman Korman.
- 2834 Denver, CO—Charles C. Breuch, Emily B. Moon (s).
- 2881 Portland, OR—George H. Newton, Joseph A. Dow.
- 2927 Martell, CA—James T. Vogel.
- 2942 Albany, OR—Anna Mae Delores Braith (s).
- 2949 Roseburg, OR—Bill Quimby, Charlene Marshall (s), Doris Elaine Cotnam (s), Edward Allen McDermott, Eva Elizabeth Townsend (s), Frederick Rossiter Coffie, Linda L. Gaylor, Willie W. Fish.
- 2961 St. Helen, OR—Alden C. Warren, William D. Frenster.
- 2979 Merrill, WI—Arvin G. Dengel.
- 2987 South Norfolk, VA—Thomas Lloyd Hawbaker.
- 2993 Franklin, IN—Clyde Dale McDaniel, James B. Raney, Robert M. Woodrum.
- 3009 Grants Pass, OR—Don C. Rodgers.
- 3023 Omak, WA—George Ferdiand Haase.
- 3054 London, Ont., CAN—Percy W. Price.
- 3074 Chester, CA—Sidney Harold Massey, Waymon Taft Sales.
- 3088 Stockton, CA—Basil Stewart, Charles Messing, Peter Cecaci, Ross Frank, Rudolph Ordenez.
- 3091 Vaughn, OR—John McClatchey, Miguel Molinar Garcia, Raymond A. Mosegard.
- 3161 Maywood, CA—Joseph Lasko, Joseph M. Verdugo, Lawrence Struikman.
- 3202 Warrenton, MO—Jessie L. Masterson, Noah C. Hase.
- 3210 Madison, IN—William E. Detmer.
- 9065 San Francisco, CA—Donald James Grass.



The Convincer has been touring the country, emphasizing safety belt importance. With "him" are Genie Holmes, project manager for Labor Promotion of Occupant Restraints, and Matthew Gillen, executive director of the Workers Institute for Safety and Health.

Consumer Clipboard

Continued from Page 22

crease the number of fatalities by 50% and the number of serious injuries received by 60-70%. They are particularly important in holding the driver and passenger in place in a side impact and roll-over crash. With a safety belt fastened, the driver becomes a pilot of the vehicle rather than a flying object.

To get maximum protection out of your seat belt, it is important to always tighten up all of the slack in a safety belt. When the car decelerates rapidly in a collision or sudden stop, a pendulum is forced forward, causing a bar to engage the ratchet. This action locks the reel and safety belt—and you—in place. (See illustration B) Under normal conditions the pendulum and bar are disengaged. The reel, which holds the belt, is free to rotate and allows you to move forward. Freedom of movement has been designed into the safety belt mechanism to allow you to move unrestrained until the moment the belt is needed.

However, going over 30 mph even with a safety belt on, a head can hit the steering wheel, dashboard or glass of the windshield. This does not mean that belts are not effective—but in high speed crashes, people wearing safety belts can be injured seriously, sometimes even fatally.

This is where the air bag, now going into new cars, is extremely helpful and will save many more lives and prevent serious injuries. Until recently the air bag was available in very few cars and expensive ones at that.

The air bag is packaged in the center of the steering wheel. Four sophisticated sensors located on the front structure of the car signal the air bag to deploy in a serious frontal accident equivalent to a 25 mph crash into a parked car. The air bag is fully inflated with harmless nitrogen gas in only 40 milliseconds (1/25 of a second) and helps absorb much of the force of the crash and protects the face, head and chest from injury. (See Illustration C)

In a frontal crash, the vehicle is stopped by another vehicle or a fixed object. But the unrestrained occupant continues moving forward at the same speed that the vehicle was traveling just before the crash began. The second, or "human," collision occurs when the moving occupant slams into the vehicle's hard interior surface or into another passenger, crashes through broken glass or is ejected and hits equally unforgiving outside surfaces.

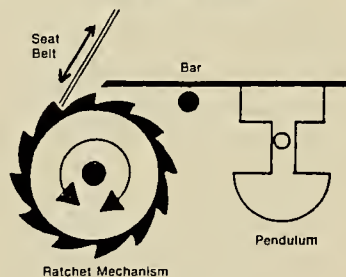
This new regulation is to make traveling by car more safe. But even the insurance companies have gotten into the act. Many companies offer an additional \$10,000 accidental death benefit for an insured person who dies of motor vehicle accident injuries sustained while wearing a safety belt.

Insurance officials have stated, "We want people to buckle up because it will cut by one-half the chance that they will die if they are in an automobile crash."

Insurance companies are also offering discounts of 20-40% on personal medical coverage for the occupant of insured automobiles equipped with airbags and/or automatic safety belts. Check with your insurance company to see if they offer these safety discounts.

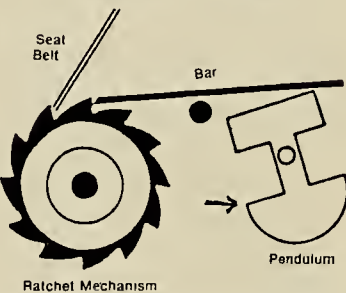
ILLUSTRATION B Auto Safety Belt: How It Works

Normal Conditions



Under normal conditions, the pendulum and bar are in their rest positions. The reel, which holds the belt, is free to rotate. As the occupant moves forward the belt moves unrestrained with the occupant.

Emergency Conditions



Under emergency conditions, such as in a collision, the pendulum moves forward under the force of the impact causing the bar to engage the ratchet. The reel and seat belt now lock in place and the occupant is held firmly in place.

WHAT'S NEW?



ROTARY PRY BAR



Don Kukta, a carpenter of Local 48, Fitchburg, Mass., has invented a durable, all-steel tool which he calls the "Caveman Rotary Pry-Bar" and has found it to be a very versatile tool in his trade.

The Rotary Pry-Bar operates with a cam-type action, using a removable fulcrum pin. The fulcrum pin, which can be a large nail, is placed in the fulcrum port, which runs completely through the cylinder head. It is then driven into the sheathing, sub-flooring, joist, etc., next to the board that has to be tightened or straightened. The purpose of this is to hold it snug to the existing surface while easily nailing it without any small gaps or keeping any wanted spaces even.

Applying pressure to the handle causes the cylinder to turn on the off-center fulcrum pin. As the bar is turned on the pin, the cylinder forces the board, plywood or what-

ever material you are using, to tighten firmly against the existing surface.

The advantage of two fulcrum ports is to give you a choice of prying directions if working in close quarters.

It is designed to give pry-bar action where conventional pry-bars are ineffective on wood siding, flooring, or decking.

The "Caveman Rotary Pry-Bar" weighs a hefty 48 ounces, and is 18 inches long.

To order, send check or money order for \$25.00 to: Caveman Rotary Pry-Bar, P.O. Box 7278, Fitchburg, Mass. 01420. (U.S. Currency only)

BUILDING CODES

The 1987 edition of the *Directory of State Building Codes and Regulations* was recently published, and its new format offers building tradesmen and contractors easy access to code information through what heretofore was a maze of codes and regulations.

The directory covers 50 states and two territories and offers complete data on residential and commercial codes. It contains a history of building codes, a description of the code change cycle and contact information for key building and fire officials. It details such code information as the name and year of the current code, year of original adoption, whether its based on a model code with or without amendments, preemptive application, occupancy classifications and complete contact information for the persons administering and enforcing the codes.

The price is \$100.00. To order, send payment to National Conference of States on Building Codes and Standards Inc., 481 Carlisle Drive, Herndon, VA 22070.

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Pro-Grip is a multi-purpose lifting and support tool that might be added to your tool box. It is designed to grip prefabricated and studded walls when they're being moved around a job site, as in the picture at upper left. It also acts as a portable support step, as in the picture at upper right.

The Pro-Grip is manufactured of strong, sand-cast construction, comes in "safety orange" for high visibility and has a non-slip cushion handle.

Prices are as follows: 4" Pro-Grip, \$13.95 each; set of two, \$21.95. 6" Pro-Grip \$15.95 each, set of two, \$25.95; set of one 4" and one 6", \$23.95. (You save \$5.95 by buying a set.) Plus tax and \$4 shipping and handling.

For more information or to order: Mullin Tool Co., P.O. Box 6007, 1698 Market St., Suite 111, Redding, CA 96099. Telephone: (916) 221-3406.

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We Need Heavy Hitters in the UBC Ball Club

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When I get up to talk to your fulltime officers and business agents at the regional seminars we're currently conducting around the country, I sound like a football coach in the locker room at halftime or maybe a baseball manager in the dugout during the World Series.

But I don't know how else to say what I have to say.

I tell them, in effect, that if we continue to go down the road we're traveling—and when I say “we” I'm not just talking about the United Brotherhood but all of the North American labor movement—then we can say goodbye to free and effective trade unions and true collective bargaining. It may take 20 years, but, then again, it may take less.

There are certain attitudes and certain practices in the U.S. and Canadian labor movement which could bring this about, unless we correct our course and start steering toward our main objectives—more members, more jobs, more effective union representation.

The status quo is not enough. Sometimes when I go into an area and talk with a business agent or manager, I ask, “How many members do you have?”

He might say to me, “Well, we used to have 1,400. Right now, we're down to 600. But nearly everybody's working, and we've got no time to organize workers in the area.”

That's when I ask him, “What happened to the 800 members who disappeared?”

When he tells me that everybody's working, it may mean that a lot of them are working non-union and haven't been calling the union hall. Some local building tradesmen become as double breasted as the contractors in their area, I'm sorry to say, showing the union card only when it's necessary—not proudly like a dedicated union member should, but furtively,

like a guy whose credit card may have run out.

We're not operating a country club in the UBC. Our platform, adopted at our first convention in 1881 told carpenters and joiners across North America: “We must form a union broad enough to embrace every carpenter and joiner in the land—one that will protect every man in his labor and in his wages . . . The object of the organization is to rescue our trade from its low estate and raise ourselves to that position in society which we as mechanics are justly entitled . . .”

That objective hasn't changed in the past 106 years.

This means that we must continue to supply the best trained journeymen available to the industry. Our apprenticeship and training program must be of such a nature that a construction buyer knows that he or she can come to the union and get time-saving, cost-saving and quality workmanship, not short-cut, merit shop workers.

You should know by now that the “right to work,” merit-shop, non-union contracting organizations are trying desperately to achieve the same status and recognition for their so-called apprenticeship programs as Building Trades unions now receive. You may not see evidence of this activity, but it's there, and it can take away jobs, if we don't maintain our standards and our determination to train more apprentices.

We must support each other. We've said it many times. We are our brother's keeper. When a local union agent down south or out west, in Canada, wherever, calls your local and says, “I have a contractor of yours working in my backyard. Can you give me some information about him?” Don't make an issue of something like this. Your local shouldn't turn this brother away. Do what you can to help members in other parts of the country. The Golden Rule applies here. The day may come when your local will need assistance, too.

Let's use the new tools of the union trade. If we're ever going to accomplish our mission and improve and maintain our wages, benefits and working conditions, we're going to have to use the tactics and the strategies of the modern day.

Information is a key weapon in our dealings with employers and with public agencies. It is important that we develop the skills necessary to gather and use a full range of information on contractors, construction users, banks, individuals and companies involved in any particular construction project or any industrial expansion or relocation.

One of the reasons we set up the special programs department at the General Offices was to keep your local union and the General Office posted on what management is up to. We already have an active research department supplying your officers with information on Davis-Bacon wage scales and other data, but we recognized a need for additional data on a company's holdings, its financial status, its acquisitions—anything and everything which bears on the future of our members employed by that company. The days of yesteryear when union negotiators had to accept at face value what company negotiators told them is long past. There is a wealth of invaluable data available to your local and council officers, if you know just where to go to get it.

I am happy to report that our special programs staff people are supplying the know-how for this research to every fulltime UBC officer attending the regional seminars. It's called "The *Trades* Approach—T for target, R for research, A for analyze, DES for develop and execute a strategy." Each seminar participant receives a TRADES handbook. It's the kind of handbook which will give the UBC the heavy hitters it needs, if your officers will sit down and absorb them.

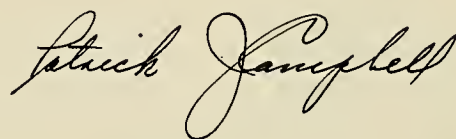
North American labor must stand its ground in the face of foreign competition. The job of organizing and bargaining is more difficult today because of cheap, imported goods flooding U.S. and Canadian markets. It becomes even more complicated when foreign workers enter North America as worker representatives of multinational corporations and construction firms.

Major investment firms and many state and local governments invite Japanese, German, Dutch and other manufacturers and construction contractors to North America, and they make a deal with them that they will teach their workers English, give them property to build on, construct roadways, lower taxes, and they may even help to keep them non-union.

There's a multimillion dollar international airport being built in Tokyo, Japan. You can't go there and work on it. Your contractors can't bid on it, and yet we invite their companies and their contractors over here to underbid our domestic companies and contractors.

To date, U.S. contractors have not been able to win a single construction contract in Japan, and yet the Japan Civil Engineering Contractors Association represents firms which have taken full advantage of opportunities to bid on private and government projects in the U.S. and other countries.

So, as I stated earlier, North American labor must stand its ground, internationally as well as domestically. We do not intend to emulate the Japanese in low wages and working conditions or some of their workaholic practices, but we do expect to keep U.S. and Canadian workers in the international ball game, without losses at the bargaining table.



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December 1987

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United Brotherhood of Carpenters & Joiners of America

Founded 1881



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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Memories of Christmases past are recalled by our December cover. A tree laced with strings of popcorn . . . a comfortable chair and a lamp beside the fireplace . . . stockings along the mantle . . . decorations reaching toward the high ceiling of the living room . . . and toys spread on the rug and surrounding the base of the tree . . . all a joyful prelude to the most sacred day of the year for Christians.

There are many ways in which North Americans mark the 25th of December. In Bethlehem, Pa., the descendants of Moravian settlers follow an old custom each Christmas. They build elaborate scenes, as large as a room, filled with recreations of small towns, bucolic rural vistas, figures from everyday life. Then they go from house to house to see each family's creation, known as a "putz."

In the nation's Hispanic communities, families celebrate Christmas by staging "las posadas," processions in which residents act out the search for room at the inn by visiting neighbors and meeting symbolic and preplanned rejection before finding prearranged success.

In Greek Orthodox homes in Astoria, N.Y., women bake a traditional Christmas pita cake with a charm inside. The child who gets the piece with the charm is considered a lucky winner.

In rural Alabama even county sheriffs break the law on Christmas eve. Forbidden firecracker blasts rock the night. The earsplitting custom recalls noisy Spanish and French celebrations during the rowdy early days of Dixie.

Whatever form the celebration takes, it signifies the rebirth of hope for peace on earth and goodwill to men.—*Photograph from H. Armstrong Roberts.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





The AFL-CIO in session at the Fontainebleau Hotel, Miami Beach. Members of the federation's executive council are seated along the daises at left rear.

Below, Teamsters' President Jackie Presser flashes a thumbs up sign to delegates.

In the second picture below, Kirkland presents the 1987 Meany Human Rights Award to Kim Hong-up, who accepted for his father, South Korean democratic leader Kim Dae Jung. Kim was honored for his lifelong struggle on behalf of Korean workers.

At bottom, President Campbell, right, in a committee session.

Labor federation faces up to challenges, adds 1.6 million unionists

- ✓ Teamsters reaffiliate after 30-year absence
- ✓ \$13 million to be spent to increase public awareness of labor's goals and achievements
- ✓ Political action in 1988 campaigns planned
- ✓ AFL-CIO membership at record high

The biennial convention of the AFL-CIO, held in Miami Beach during the last week of October, closed the ranks of its 90 affiliates to do battle with the open shop, and it added 1.6 million trade-union reinforcements to give it more clout.

The federation welcomed back to its ranks, after a 30-year absence, the 1.6 million members of the International Brotherhood of Teamsters.

Our United Brotherhood of Carpenters and Joiners of America was fully represented at all departmental conventions and in the general convention. UBC delegates to the general convention included all of the Brotherhood general officers plus district board members Joseph Lia, George Walsh, Tom Hanahan, Jimmy Jones, Eugene Shoenigh, Dean Sooter, Paul Johnson and M.B. Bryant, and Chicago and Northeast District Council President George Vest Jr.

There were more than 700 delegates attending the House of Labor's top-level gathering. They applauded the return of the Teamsters to the organization.

Teamsters President Jackie Presser addressed the convention, telling the delegates that "America is in trouble" with its industries devastated and organized labor under assault. Presser said the Teamsters, joining forces with the federation, can create a "political giant" to help reverse current trends and preserve worker living standards.

AFL-CIO President Lane Kirkland, in introducing Presser, said the federation "welcomes the renewal of our historic solidarity with the members of the Teamsters and the certain belief that our unity strengthens the voice of all American labor. Certainly over the past 30 years our mutual adversaries have continued to attack us with equal fervor and fine impartiality."

The Teamsters' reaffiliation boosted AFL-CIO membership to a record high of 14.3 million in 90 unions. The officers' report to the convention, before the 1.6 million-member Teamsters applied, had reported a decline of 407,000 since the 1985 convention to a 24-year low of 12.7 million.

The Teamster's return also will bolster the AFL-CIO's financial strength.



With a per capita increase of two cents to 33 cents per member kicking in January 1 to finance new programs, the Teamsters 1.6 million members will mean an additional \$6.3 million per year for the AFL-CIO.

Presser told the convention that, earlier this year, he sent a message to Kirkland, asking for the chance to speak with him. When Kirkland phoned, Presser said he told him, "Lane, we want to come home." He said Kirkland replied, "Welcome home, I'm sure you are going to be well received."

On October 22, Kirkland received a letter from Presser. It informed him that the Teamsters' Executive Board on October 19 voted unanimously to reaffiliate. It also said the Teamsters "agree to abide by the terms and conditions of the AFL-CIO Constitution."

After the AFL-CIO Executive Council debated and approved the Teamster application, Kirkland told reporters he would welcome the affiliation of other unions still outside the AFL-CIO. The United Mine Workers already have close ties with the federation, and Kirkland said he would welcome the UMW "with great enthusiasm."

The Teamsters were expelled in 1957 after their leaders at the time refused to appear before a federation ethics panel; the Mine Workers left the former AFL years earlier when John L. Lewis disaffiliated the UMW.

In his keynote address, Kirkland noted the Reagan era is in its "dwindling twilight months." It is time for working people to rally at the polls and show whether they have lost their clout as critics claim.

To those who write off labor, Kirkland said, organized labor can show "we are today on the road again—to a resurgent labor movement, with growing numbers, stronger organizations, deeper solidarity, and a voice that will be heard."

Kirkland sharply criticized "the orchestrated leaks and planted press stories" about Justice Department plans to impose a judge-appointed trusteeship over unions under a "a contrived theory of collective guilt."

He said the AFL-CIO would take whatever action is necessary to block such trusteeships, including denunciation of the administration of the International Labor Organization on grounds it is violating ILO Convention 87 on Freedom of Association.

In the biennial election of officers, Kirkland, 65, and Secretary-Treasurer Thomas R. Donahue, 59, were re-elected. Thirty-one council vice-presidents also were reelected.

Two new vice presidents elected were Electrical Workers President John J. Barry and Fire Fighters President John



UBC delegates in various convention and committee sessions at Miami Beach: Maritime Trades, above and at right; Metal Trades, third row down and right; AFL-CIO convention, below; and Vice Pres. Lucasen in Union Label and Service Trades Council at bottom.



A. Gannon. They took seats vacated by two retired union presidents, Thomas Gleason of the Longshoremens and Charles Pillard of the IBEW.

The delegates also adopted a series of constitutional amendments aimed at furthering the goals and strengthening the structure of the federation:

- The council was empowered to create additional vice presidencies between conventions to recognize newly affiliated unions. The Teamsters' Presser, 61, is expected to be elected to the council under this provision.

- A two-year, \$13 million "Union, Yes" radio and TV union awareness advertising campaign was funded with a two-cent hike in per capita effective January 1988 and another two-cent increase in January 1989. The current per capita is 31 cents per member per month.

- The per capita payment for "associate members" of affiliated unions was set at two-thirds of regular AFL-CIO per capita to enable them to attract more members.

- New procedures were approved for defining organizing responsibilities in all areas except the building trades to minimize wasteful competition.

- A formula was approved to facilitate the affiliation of local unions with state central bodies. The financial incentive is a reduced 75% per capita tax paid by the parent union directly to the AFL-CIO, with a rebate going back to the state bodies. This has been a weak link in the federation's structure, with only about 50% of local unions actually affiliated with state and local central bodies.

The labor federation and its working committees took firm stands on many issues facing workers and consumers. These were some of the positions taken:

Good, affordable health care was reaffirmed as a goal of labor. The AFL-CIO vowed to continue to work with its allies in legislative, bargaining and grassroots arenas to bring affordable, quality health care to all Americans.

The federation said that the problems of health care inflation, inadequate access to services and uneven quality of care "show no signs of abating."

Its ultimate goal remains a national health care program—"the only way to assure that all Americans have access to quality care they can afford." But until that time, the AFL-CIO pledged to fight cutbacks, control costs and improve health care services.

Labor continues to give a high priority to overhauling anti-worker laws. One of labor's highest priorities in which the 1988 elections will play a "critical" role is the overhaul of "harsh, anti-worker labor laws," the AFL-CIO said.

A resolution stated that the remedies afforded by the nation's labor laws are "so weak, and so slow in coming, that employers can overtly flout the law, secure in the

knowledge that under these statutes wrongdoing does pay."

Labor laws have ceased to provide workers with the opportunity to "deal with employers as equals through the give-and-take of collective bargaining," the federation added.

AFL-CIO delegates called upon the federal government to take quick action to ease the stocks and dollar crisis.

An AFL-CIO convention resolution said that U.S. workers are threatened by major economic problems, including high trade and federal budget deficits, growing foreign debt, high real interest rates, unemployment, falling real earnings, maldistribution of income, plant closings, corporate mergers and takeovers and inadequate protection against layoffs, illness and old age.

The Reagan administration's "tax giveaways" and large defense build-up have caused the federal government's debt to mushroom to \$2.4 trillion—almost triple the nation's debt in 1980, the resolution said.

"These deficits have distorted the economy, have been the excuse for shortchanging vital programs, are saddling future generations and are stopping the federal government from using its taxing and spending authority to spur growth and fight the drift toward recession," the convention said.

The convention called upon the nation's leaders to "recognize today's trade realities."

The AFL-CIO convention resolution on international trade and investment said that trade legislation must require the reduction of excessive export surpluses by major U.S. trading partners, curb trade with countries which deny worker rights, provide relief from injury due to unfair trade practices, and broaden the injury standard for import relief.

The federation demanded relief for America's homeless.

High interest rates, declining real incomes and tight federal budgets "are causing significant declines in housing construction," a federation convention resolution said. "Unemployment in the construction industry is likely to increase, and affordable homes will continue to be beyond the reach of a substantial majority of Americans," it said.

The number of homeless is growing by as much as 25% a year and now totals well over a half million persons, the resolution noted. "Many of the homeless are children whose parents have no work. The causes of homelessness," it said, "are rooted in the low minimum wage, the thrusting of the mentally sick from institutions to the sidewalks of our cities, the ongoing epidemic of plant closings, and above all else—the sharp, devastating reduction of low-income housing."

Labor called for a reversal of the Reagan effort to deregulate everything, particularly transportation.

The AFL-CIO called for reversing the course of deregulating and privatizing the nation's rail, air, bus, urban transit and maritime transportation system.

"Leaving transportation to private enterprise and market forces will reduce safety, diminish national security, undermine wages and living standards and deny many people access to transportation," a convention res-

olution stated.

Regarding the nation's railroads, the federation called for legislation to control and limit the spinoff of short lines, a trend which dismantles rail networks, renders service less reliable, pushes down wages and undermines key regulations.

Labor reaffirmed its support of democratic trade unions worldwide and a strong national defense at home.

In a broad resolution on international affairs, the AFL-CIO convention reaffirmed its support for democratic trade unions worldwide and a strong national defense.

The convention called for the withdrawal of U.S. military assistance to the contras as well as the withdrawal of Soviet/Cuban military assistance to the Sandinistas in Nicaragua.

The federation urged the Reagan administration to pursue in "good faith" a diplomatic solution to the Sandinista-contra conflict within the framework of the Central American peace plan developed by Costa Rican President Oscar Arias Sanchez.

The AFL-CIO also condemned Reagan administration actions "to circumvent the law and lie to Congress while attempting to fund the Nicaraguan contras." "The struggle for democracy abroad is not served by undermining democracy at home," the AFL-CIO said.

The federation said it will continue to pursue as a major objective the linking of worker rights to trade. The resolution called for labor rights contained in existing trade laws to be extended to U.S. trade remedies, with the denial of fundamental worker rights included as an unfair trade practice.

In addition, the convention called for the vigorous enforcement of existing law to encourage the rights of freedom of association, organization, collective bargaining, decent wages, and working conditions and freedom from exploitation, including restrictions on child labor.

On national defense, the AFL-CIO called for a balance in conventional forces in Europe between NATO and the Warsaw Pact "where the Soviet bloc now enjoys a clear advantage."

UBC was ably represented at the various departmental conventions at Miami Beach in October. At the gathering of the Metal Trades, Second General Vice President John Pruitt and Kenneth McCormick were official delegates. Five UBC delegates attended the gathering of the AFL-CIO Union Label and Service Trades Department—First General Vice President Sigurd Lucassen and delegates Andris Silins, William Devins, Merle Scrivner and Leonard Brandt. General President Campbell headed the delegation to the Maritime Trades, accompanied by T.L. Bodewes, Paschal McGuinness, Robert Argentine, Leonard Terbrock, James Kerlee and Douglas J. McCarron.

Bridgeport building collapse spurs record OSHA penalties

The U.S. Labor Department has proposed a record \$5.11 million in penalties against five companies for alleged safety violations contributing to the collapse last April of an apartment building under construction in Bridgeport, Conn.

The collapse of the 13-story, two-tower L'Ambiance Plaza project killed 28 building trades workers, including seven UBC members, and injured 10 others. It was the worst workplace accident since 52 workers, including 17 UBC members, were killed during the construction of a cooling tower at Willow Island, W.Va., in 1978.

The Labor Department's Occupational Safety and Health Administration charged five companies involved in the project with willful violations of standards which regulate the design, construction and operations of equipment used in concrete construction. OSHA regulations require external lateral bracing and shear walls to be installed before concrete floor slabs are lifted into place and also require lifting jacks to be secured to the tops of support columns.

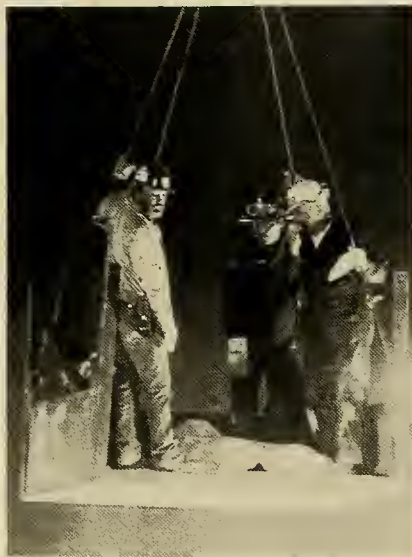
OSHA chief John A. Pendergrass said a six-month investigation by OSHA and the Commerce Department's National Bureau of Standards revealed "a serious disregard for basic, fundamental engineering practices, a factor directly related to the cause of the collapse."

Pendergrass said the investigation showed "obvious design deficiencies in a lifting system that could have been easily detected with an engineering analysis." The building was being constructed using the lift-slab method, where concrete floors are poured at ground level, then lifted by hydraulic jacks into final positions on steel support columns.

However, the analysis was evidently not performed even after the lifting system failed at a site in Stamford, Conn., on March 6, 1986, and at the L'Ambiance Plaza project on Feb. 19, 1987, Pendergrass said.

Pendergrass said the agency "found a pattern of sloppy construction practices throughout the project and an overall sense of employer complacency for essential workplace safety considerations."

Jim Lapping, safety expert for the AFL-CIO Building and Construction Trades Department, said that the department was "very pleased by the



Working through the night, union volunteers removed 28 victims from the collapsed apartment building under construction in Bridgeport, Conn. This body was extracted from the rubble after eight days of around-the-clock rescue work by hundreds of union building tradesmen. The AFL-CIO Executive Council called for revised federal construction safety regulations and passage of labor-backed legislation that would address the shortcomings of the Occupational Safety & Health Administration.

competent job done by the NBS" in investigating the accident.

However, Lapping said, OSHA did not respond "satisfactorily" to the BCTD's questions about investigation of the decision-making process on the building, who was in charge of the lifting operation and what training and education was provided to workers and supervisors on the project.

Keith Stover, assistant to the president of the Connecticut State AFL-CIO, said the report on the accident provoked a "mixture of sadness and anger" from union members of the state. "We are sad for our brothers who were killed and angry that the tragedy might well have been avoided," he said.

"It is our opinion that, if there had been a more effective field operation in place by OSHA, this tragedy could have

been avoided," Stover said.

Connecticut unions had complained before and after the Bridgeport accident that OSHA is so understaffed that the agency responds only to worker complaints, and even then there is a backlog that can result in long waits.

OSHA had inspected the site in October 1986 in response to a worker complaint and issued citations for trenching standard violations.

Pendergrass said the agency did not inspect after the lifting system failure in February because no complaint was filed, and there is no regulation requiring the reporting of such an incident.

OSHA proposed nearly \$2.5 million in penalties for alleged willful and serious violations against the primary contractor and project manager, TPMI/Macomber, a joint venture between TPM International of Darien, Conn., and B.H. Macomber of Boston.

The agency proposed more than \$2.5 million in penalties against Texstar Construction Corp. of San Antonio, Tex. That company was responsible for the design, fabrication, installation and operation of the lifting system and placement of the floor and roof slabs.

The remaining penalties were charged against general contractor Lift Frame Builders of Elmsford, N.Y., and two subcontractors, Fairfield Testing Labs of Stamford, Conn., and Preforce Corp. of New York City.

Pendergrass said the agency advised Texstar and another lift-slab operator to cease lifting operations until their lift systems have been tested for conformance with a safety standard requiring that equipment used in concrete construction must be strong enough to carry 2.5 times the anticipated load.

OSHA cited TPMI/Macomber and Texstar for 238 alleged willful violations of that standard, which made up the majority of the proposed penalties against those companies.

Pendergrass said the agency is "still evaluating" a petition for an emergency temporary standard filed four months ago by the AFL-CIO Building and Construction Trades Department. He said the agency will call for public comment on the issues involved in the Bridgeport accident.

The union petition asked OSHA to require a construction process plan and

hazard analysis on potential collapse conditions. The BCTD also asked OSHA to establish a reporting system that would require contractors to notify the agency about incidents such as the previous failure of the lift system at the L'Ambiance Plaza project.

Charles G. Culver, one of the authors of the NBS report, said the most probable cause of the L'Ambiance Plaza collapse was failure of a shearhead, a key component of the lift system.

Shearheads are placed in the concrete as it is poured and are fitted around the steel columns like a collar. Jacking rods are attached to shearheads at each support column when the slab is ready for lifting.

Culver said that apparently the weight placed on a jack in the West Tower exceeded the capacity of a lifting angle inside the shearhead. The jack rod and lifting angle deformed, the jack nut slipped, the rod then slipped out at the shearhead and the slab fell.

The falling of the slab, which was one of the top stories of the building, set off a chain reaction of support column failures and sent three million pounds of concrete raining down on the structure. As the West Tower collapsed, it transferred forces to the East Tower, causing its collapse, which may have been aided by falling debris from the West Tower.

Culver said that, according to eyewitnesses, the entire process from the first loud crack of the failed jack rod to the entire collapse took only two to 10 seconds.

Continued on Page 38

L-P cited for safety violations in aftermath of fatal explosion

The U.S. Occupational Safety and Health Administration recently announced that it has cited the Louisiana-Pacific Fibreboard Corp. plant in Antioch, Calif., for 28 instances of alleged safety and health violations.

The citations resulted from OSHA's investigation of an explosion at the plant on July 5. Three employees died from the explosion of a recovery boiler in the pulp mill.

OSHA cited the company for nine instances of serious violations and 19 other-than-serious violations. It proposed penalties totaling \$5,580 for the serious violations.

Four of the proposed violations related to the explosion of the recovery boiler. OSHA alleged the employer:

- failed to establish a safe time to re-enter the recovery boiler area after the rapid-drain system was initiated;
 - failed to establish a biennial inspection of the recovery boiler rapid-drain system, including a weekly inspection of the system components;
 - failed to adequately train operators and employees in the recovery boiler area;
 - failed to require employees to wear personal protective clothing including face shields and fire-resistant clothing.
- OSHA proposed a \$900 penalty for each of these violations.

The other five serious violations re-

late to OSHA's wall-to-wall inspection of the plant. They include:

- lack of standard railings on elevated platforms and walkways;
- failure to provide respirators for employees in the process lab exposed to hydrochloric and sulfuric acids;
- lack of a guard on a radial-arm saw;
- failure to label pipelines carrying chlorine;
- electrical cables in the waste fuel boiler area were not protected by conduit.

OSHA proposed penalties totaling \$2,250 for these violations.

No penalties were proposed for the less-than-serious violations.

A serious violation is one in which there is substantial probability that death or serious physical harm could result and that the employer knew, or should have known, of the hazard.

Fibreboard Corp. was allowed 15 working days to notify OSHA if it intended to contest the citations before the Occupational Safety and Health Review Commission.

The Fibreboard Corp. investigation was initiated July 6 and was expanded to include the entire plant on August 10 by the federal OSHA area office in Walnut Creek under the supervision of Don Allendorf, area office director.

FOREST PRODUCTS ORGANIZING PICKS UP STEAM



Georgia-Pacific workers at Walterboro, S.C. vote yes for UBC

In the second straight victory at a Georgia-Pacific plant, in Walterboro, S.C., the workers voted 43-11 to be represented by the United Brotherhood. This campaign follows quickly upon the victory at Holly Hill, S.C., 40 miles away, just one month before.

The company waged a campaign against

the employees unionizing attempt, but their efforts were to no avail. The workers at Walterboro understood that they could better themselves by joining with other forest products workers in the wood products industry at the negotiating table.

As soon as the employees at Walterboro

select a negotiating committee and develop a contract proposal, they will enter negotiations on a joint bargaining committee with the two other Georgia Pacific mills in Holly Hill, S.C. now in the process of negotiating new agreements.

Washington Report



SENATE SUPPORTS DAVIS-BACON

The Senate has rejected on a 56-41 vote a move to undermine Davis-Bacon prevailing wage protections by exempting Defense Department construction contracts under \$250,000.

The vote came on a Reagan administration-supported amendment to a defense appropriations bill proposed by Senator Phil Gramm (R-Texas). Last year, when a Republican majority controlled the Senate, an identical amendment passed by a 51-44 margin. A House-Senate conference later agreed to drop the amendment.

Senator Edward M. Kennedy (D-Mass.), chairman of the Labor & Human Resources Committee, noted during the floor debate that the parallel House committee has approved a compromise bill acceptable to labor that would raise the threshold for Davis-Bacon coverage from its present \$2,000 floor. The proposed new floor is \$50,000 for new construction contracts and \$15,000 for repairs or renovation. Kennedy said his committee will give the bill prompt consideration.

The Senate also defeated, 67-30, a proposal by Gramm to gut the Service Contracts Act, which protects some of the lowest paid groups of workers from wage cuts when a new defense contractor takes over. Gramm's amendment sought to exclude service contracts of less than \$2 million, which would have eliminated about 90% of covered contracts.

Senator Howard M. Metzenbaum (D-Ohio) noted that Congress in 1965 passed the Service Contracts Act to protect "the poorest and most vulnerable" groups in the labor force, including janitors and housekeepers at military bases and hospitals.

PENSION FUNDS SPREAD

Union pension fund investments in real estate mortgages have a strong ripple effect on the local communities where those investments are made, a new study shows. In one example cited in the study, a \$1.4 million mortgage commitment made by the Union Labor Life Insurance Company's "J For Jobs" account for a three-story office building in Crown Point, Ind., generated \$3.4 million in eco-

nomic activity in the surrounding community, almost 2.5 times greater than the original mortgage commitment. The commitment stimulated \$1.1 million in local wage earnings, increased revenue for local governments, new business for local stores, and increased contributions to local pension plans.

HUD WANTS OUT OF THIS

James Nistler, deputy assistant secretary for single family housing for the Department of Housing and Urban Development, announced recently HUD's intentions to propose legislation or regulatory measures to remove itself from its responsibilities under the Federal Manufactured Housing and Construction and Safety Standards Act.

Nistler surprised the audience of state building officials who have authority over site-built, modular, and manufactured housing and who had gathered in St. Paul, Minn., to discuss such programs as the federal manufactured housing program.

EPA ASBESTOS RULES

The Environmental Protection Agency has issued final rules under the Asbestos Hazard Emergency Response Act of 1986 regarding treatment of asbestos in elementary and secondary schools.

Schools are required to submit management plans to the governors of their states by October 12, 1988. States have 90 days to approve or disapprove these plans.

Implementation of the plans must begin by July 9, 1989, and be done by accredited workers.

The rules require periodic surveillance and reinspection to monitor asbestos-containing material left in place in schools.

CATASTROPHIC BILL MOVES

A catastrophic health care bill that includes a prescription benefit in exchange for a \$150 raise in the deductible Medicare patients would have to pay has passed the Senate 86-11.

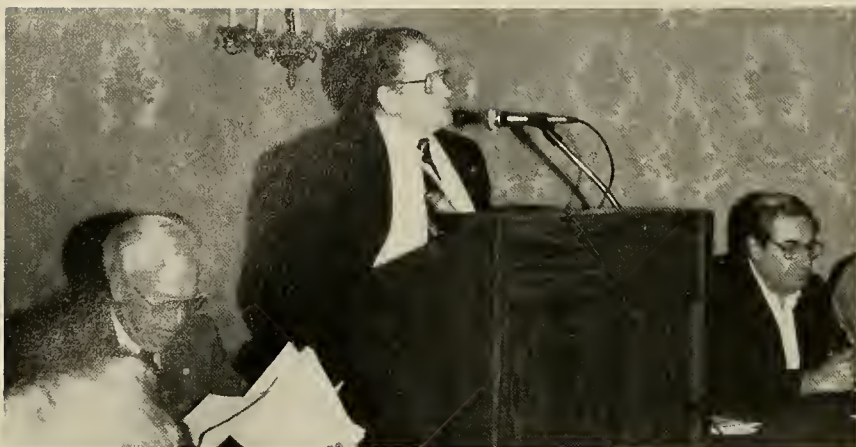
Senator Lloyd Bentsen (D-Texas), the Senate Finance Committee chairman, worked out an agreement with the White House, ending a long-standing presidential veto threat because the prescription benefit was considered too costly for the government.

The catastrophic care legislation affects 31 million elderly and disabled Americans. The House passed its version of the bill 302-127 last July. With the Senate passage, the measure is almost certain to be signed into law.

The Senate version phases in the drug benefit over three years, from 1990 to 1993. The deductible would be \$600 the first year, and anticipated rises to \$640 in 1991 and \$690 in 1992. By 1993, 100% of prescription drug expenses would be covered after a deductible is paid.

The cost of the drug program would come by a monthly premium increase, amounting to \$2.70 by 1993, said a Senate spokesman.

Medicare recipients, under the Senate Bill, will have to pay a \$1,850 deductible, up \$150 from the \$1,700 annual deductible approved by the Senate Finance Committee last May. Medicare would pay for all bills beyond that threshold.



President Campbell speaking at the Dishonor Roll press conference.

BE & K Inc. heads 1987 Dishonor Roll of Labor Law Violators

Five major U.S. companies have been added to the Dishonor Roll of Labor Law Violators drawn up by the Industrial Union Department of the AFL-CIO.

The 1987 nominees include: BE & K Inc., Colt Firearms, International Paper Company, MCI Corporation and U.S. Playing Card Company. The list was announced in October at a press conference preceding the AFL-CIO biennial convention.

"The size of this year's nominees, each a giant in its field, shows that the attitude of American industry toward its workers is no better today than it was in 1983, when we began this list," IUD President Howard Samuel said as he announced this year's dishonor roll.

Each of the companies has been nominated by the affected unions because of especially callous violations of its workers' rights.

BE & K Inc., a non-union construction contractor specializing in the pulp and paper industry, established itself as a provider of strikebreaking workers and other services to mills seeking to destroy their unions. It moves non-union workers from place to place, providing a force which crosses picket lines to keep struck plants operating. BE & K also provides strikebreaking advice to clients.

Presidents Patrick J. Campbell of the United Brotherhood of Carpenters and Wayne E. Glenn of the United Paperworkers International Union both nominated BE & K on the grounds that,

"This company takes jobs from our members and gives them to a roving force of scabs, today's mercenaries."

The United Auto Workers, which represents 1000 strikers at the Colt Firearms Division of Colt Industries in Hartford, Conn., nominated Colt Firearms. After working for more than 10 months after their contract expired, in an effort to reach agreement with Colt, the workers were forced onto the picket line when the company fired and suspended more than 400 of them.

"Colt has betrayed the State of Connecticut, which was subsidizing plant renovations in exchange for company assurances the facility would remain open. It has betrayed the American government, which relied on it to produce high-quality weapons with trained workers. Most of all, it has betrayed its workers, who have sought to keep their jobs," said UAW president Owen Bieber.

The United Paperworkers have added the International Paper Company, the enormously profitable manufacturer which has more than 3000 workers locked out or on strike in Maine, Alabama, Wisconsin and Pennsylvania. According to Paperworkers President Glenn, "IP is demanding concessions it doesn't need, doesn't deserve and will not get from our members. They are among the most productive workers in this nation. If IP has problems, they are at the management level, not on the shop floor."

Continued on Page 38

Profile of BE & K Inc.

BE & K Inc., a non-union construction contractor specializing in the pulp and paper industry, has established a name for itself as a full-service strikebreaker and subverter of the collective bargaining process. Active since 1986 in the business of providing strikebreakers and strikebreaking consultation to construction companies involved in labor disputes, BE & K is most notorious for breaking six strikes at International Paper mills across the country.

Headquartered in Birmingham, Ala., BE & K has grown since its founding in 1972 into one of the largest privately-owned construction firms in the country, with more than \$637 million in domestic contracts. It recently expanded its operations beyond construction and contract maintenance of pulp and paper mills to include providing struck companies with workers trained to operate those mills while unionized workers picket at the gate.

In addition, BE & K has broadened its construction portfolio to include steel mill construction, forming a joint venture with Pittsburgh, Pa.-based Eichley Corp. Together, they are building a major new USX facility in Contra Costa County, Calif., with non-union workers, despite the area's traditionally strong commitment to union construction.

A rabidly anti-union operation, BE & K has profited tremendously from its service to the multi-billion-dollar forest products industry as a hired strikebreaker.

It provides construction services at substandard rates and maintains a computerized database of 5,000 workers experienced in crossing picket lines and manning posts of employees on strike.

BE & K's growth can be traced directly to this strikebreaking service, attractive to companies unwilling to engage in fair labor practices. It has provided a great deal of this service to International Paper, making an anti-worker reputation for itself during difficult strikes and lockouts at six IP factories across the country.

In each instance, BE & K entered the mills just prior to upcoming contract negotiations with the United Paperworkers International Union in order to facilitate the permanent replacement of union members on strike.

The United Brotherhood of Carpenters also has closely monitored BE & K's activities within the paper industry over the past several years, as the company has prospered in its services to a healthy and growing American industry. This expansion has given rise to job opportunities of every kind in the

construction field—all for non-union workers.

BE & K has devoted most of its strike-breaking, union-busting efforts to the very lucrative paper industry, but it has not limited its activities to International Paper.

In 1986, its now familiar interference in the collective bargaining process was highlighted during UPIU's strike against the Boise Cascade mill in Rumford, Maine. BE & K supplied 200 workers and extensive strikebreaking consultation to the mill shortly before the union contract expired. When a strike ensued, 340 unionized employees were permanently displaced.

Later, BE & K helped Louisiana-Pacific break a strike by the Association of Western Pulp and Paper Workers in Antioch, Calif., and pro-

posed to offer the same service to Owens-Illinois and Weyerhaeuser Company. Interestingly, BE & K's discussions with Weyerhaeuser coincided with the company's awarding it a paper mill contract in Canada, despite the fact that BE & K was \$2.8 million higher on its bid than a union contractor.

In marketing its contract maintenance services, BE & K promotes itself as a company that can bring new energy to a site in the form of new employees who are "not prejudiced by many years of prior practices." These employees, of course, are non-union.

Further, BE & K President Ted C. Kennedy is the past president of the Associated Builders and Contractors and maintains an active leadership role in the ABC's anti-union activities. BE

& K contributes both money and staff to ABC. Recently, it pledged \$25,000 to ABC's newly created war chest to fight trade unionism in the construction industry.

Aggressively marketing its experience in, and enthusiasm for, undermining fair wage and benefit standards for workers, BE & K most recently approached management at an IP mill in Jay, Maine with a proposal anticipating a labor dispute there. In June 1987, seven days before UPIU struck the mill, BE & K submitted a proposal that called for BE & K personnel to move onto the site and integrate with the workforce.

It proposed paying living expenses to the out-of-state workers while building a local labor force, targeting "non-pulp

Continued on Page 38

Unlicensed builder loses Mesa bank project

By Leslie Irwin
Tribune writer

A general contracting firm in Scottsdale terminated its contract with a Gilbert subcontractor that was operating without a commercial license, illegal in Arizona.

Phil Bradstock, owner of Phil Bradstock Co., said he first learned that the subcontractor was not licensed Wednesday when about a dozen members of the Carpenters Union Local 1216 picketed his Mesa building site for about eight hours.

Bradstock said he and John Adkins, owner of the Adkins Building Corp., agreed to terminate their contract for the United Bank building at the intersection of Morris Street and First Avenue.

"It was found there was no license, and therefore his contract was terminated because I'm a licensed contractor," Bradstock said.

Adkins blamed the union for the split.

"Since they picketed today and decided to cause a big stink, the general contractor and I jointly decided to finish the contract," he said.

A union member dressed in a six-foot rat costume and holding a "Rat Scabs" sign is scheduled to walk in front of partially finished bank building to protest Bradstock's use of a non-licensed subcontractor, union representative Martio said.

Four Adkins employees have been laid off for three days on the site. Adkins said they will be laid off today.

"I will be there first thing tomorrow to lay the men off," he said.

The Gilbert subcontractor said he was not working on any other project.

A clerk at the state registrar's office said Adkins was suspended March 15, 1987.

He was not bonded.

A bond protects the customer; the contractor is unable to do the job satisfactorily.

Subcontractors found guilty

ing without a valid license in Arizona are subject to a minimum \$500 fine, said Steve Drollinger, chief of compliance for the registrar of contractors.

General contractors who hire non-licensed subcontractors can be placed on probation in extreme cases, he said.

residential to commercial jobs, Adkins said.

Contractors for commercial work did not have to be licensed or bonded.

But in the meantime, a new Arizona law went into effect that required commercial contractors to be licensed and bonded as well.

Bradstock contract was signed and bonded as well.

effect, and

The Mesa Tribune explained to its readers that a new state law required commercial contractors to be licensed and bonded.

As the paper said, the carpenters' union 'smelled a rat'

Members of Local 1216, Mesa, Ariz., have picketed several M.M. Sundt/DBA Sundt Corp. job sites in the Valley of the Sun for double breasting violations. They recently picketed the new United Bank building construction site when they learned the subcontractor was operating without a commercial license, which is illegal in Arizona.

The "rat" has been used on these picket lines and in handbilling of non-union general contractors. It has generated the attention of the general public and news coverage has been excellent and positive, according to William R. Martin, business representative.

Rat costumes for UBC pickets, which first appeared in the Midwest and South, are now in the Southwest.



Union smells a rat

Dave Marley dresses in a rat costume to picket the site of a United Bank building under construction at Morris Street and First Avenue in Mesa on Thursday morning. Marley and

members of Carpenters Union Local 1216 objected to the presence of Adkins Building Corp., a subcontractor operating without a commercial license or bonding.

Local 1216 member Don Smith braved Southwest temperatures by wearing the rat suit on this occasion. With him were Jim Nolan, Toby Sanders and Joe Denson Sr. The active rodent and its fellow members handbilled non-union contractors as well.



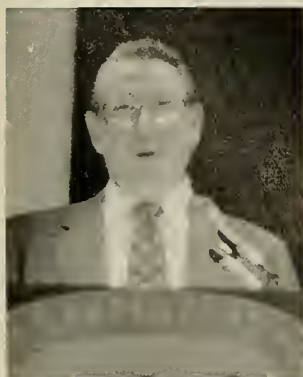
Regional seminars at French Lick, Indiana, prepare Midwest and Southern leaders for 1988

On two successive weeks in October, the fulltime officers and business agents of UBC construction locals and councils throughout the Midwest, South and Southwest assembled at French Lick, Ind., for intensive study of UBC problems and plans for 1988.

General officers, district board members, and General Office staff personnel continued the series of workshops begun in Toronto, Ont., and Teaneck, N.J., in September, covering a broad range of topics—membership gains and losses, organizing procedures and prob-

lems, special programs, legal issues facing labor, legislative matters and political action. Each seminar ran for a full five-day week, starting at 8:30 each weekday morning and running into the late afternoon. Attendance at the sessions was required for all fulltime officers and business representatives.

Participants rotated around a series of six workshops, with a half day devoted to each workshop session. Opening and closing sessions, when the general officers spoke, completed each busy week.



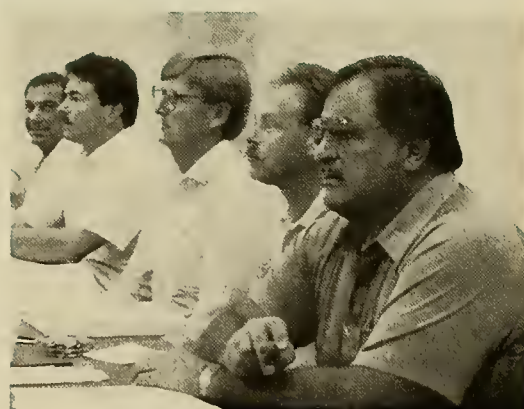
The first of the two weeks in French Lick was for representatives of local unions and councils in UBC District 3, which comprises Indiana, Ohio, Michigan, Illinois, Kentucky and Wisconsin. The second week brought together representatives of three additional districts—District 4, the Southeastern states; District 5, the upper Midwest and states as far west as Colorado; and District 6, the Southwestern states. Each of the two seminars had approximately 300 in attendance.

French Lick has been an assembly

point for United Brotherhood gatherings for many years. It was convenient to the General Offices when they were located in Indianapolis, Ind., prior to their move to Washington, D.C., in 1961. The town has been a convention center in southern Indiana for almost a century. Centrally located, approximately 50 miles northwest of Louisville, Ky., it was an ideal location for these two 1987 seminars.

General President Patrick J. Campbell set the tone for the gatherings at French Lick, warning Brotherhood

leaders that economic changes in the United States were bringing hard times to many areas of District 3 and its so-called "rust belt," and increasing the number of unfair labor practices among contractors in the "right-to-work" South and Southwest. He told the delegates that the future of the Brotherhood and organized labor is dependent upon a strong commitment to organizing. The seminars provided many tools for organizing new members and obtaining more work for the membership. **UBC**



Ottawa Report



HOMEBUILDING PEAKS

The homebuilding boom in Canada has peaked, according to some analysts. Rising interest rates and an easing of pent-up demand are being blamed.

George Saba, economist with Montreal Trust Co., says that the recent increases in mortgage rates are bound to reduce the affordability of housing for some Canadians and will begin to reduce building activity, just as the drop in mortgage rates from 1985 to the spring of this year helped to boost housing activity.

Adjusted for seasonal variations, building starts on new homes and apartments were running at an annual rate of 225,000 in September, a 20% decline from the 10-year high of 282,000 in August, figures released by Canada Mortgage and Housing Corp. show.

That's the first significant month-to-month decline in housing starts this year, said CMHC analyst Mark Burchinshaw.

The agency predicted that even with the slow-down, starts this year will be 226,800—but Burchinshaw added next year starts are expected to fall to 174,000.

Much of the demand for new housing, which began to build in the early 1980s when interest rates were high and the economy weak, has been satisfied, Burchinshaw said.

Mortgage rates declined from about 15% for a five-year term in mid-1974 to a low of 10.5% earlier this year, Saba said. Since the spring, however, the five-year rate has risen from 12.25 to 12.5%.

HYUNDAI REMINDED

Canadians were told a few weeks ago that if they walked by selected Hyundai dealerships in 10 major Canadian cities on November 12, a building trades unionist would likely hand them a leaflet.

But he wouldn't be moonlighting as a car salesman.

The pamphlet would be part of a one-day campaign designed to let the public know Hyundai does more than make cars.

Hyundai's giant engineering and construction affiliate has arrived in British Columbia and begun work on two joint-venture projects with Kerkhoff Construction—both non-union.

UNIONS' FALSE IMAGE

Much of the general public has the falsely-held notion that unions are greedy, self-centered and militant, Guy Dumoulin, secretary-treasurer of the Canadian Building Trades Department, told participants in a recent seminar sponsored by the Toronto-Central Ontario Building and Construction Trades Council.

Dumoulin, a former representative of the UBC, told the group, "We must make a concerted effort to have the good news heard more than the bad."

Despite their seemingly friendly gestures, many government and business leaders have not embraced labor as the "partner" to which they often refer, he said, adding labor has become a dirty word in some circles.

Unionists must speak out when they see wrongs being committed, but it must be clear they are not speaking out of self-interest or greed, but out of real concern for what anti-union activities do to weaken the fabric of Canadian society.

In construction, some owner-clients understand the contribution labor makes to the industry, but others "have openly launched a campaign to rid our industry of unions and unionized contractors."

"This segment is using the merit shop, double-breasting and other such activities to fight us."

The building trades in Toronto and some other Canadian communities have found plenty of work and have strong union representation, he said, but in many other places, construction workers face high unemployment and unions are under attack.

POST-RECESSION DATA

The recession which extended across Canada in 1981 and 1982 was the worst in recent history, according to statisticians, and it left its mark on the labor market. Data recently compiled by the federal Survey of Employment, Payrolls and Hours shows that it took three or four years to attain reasonable levels of recovery.

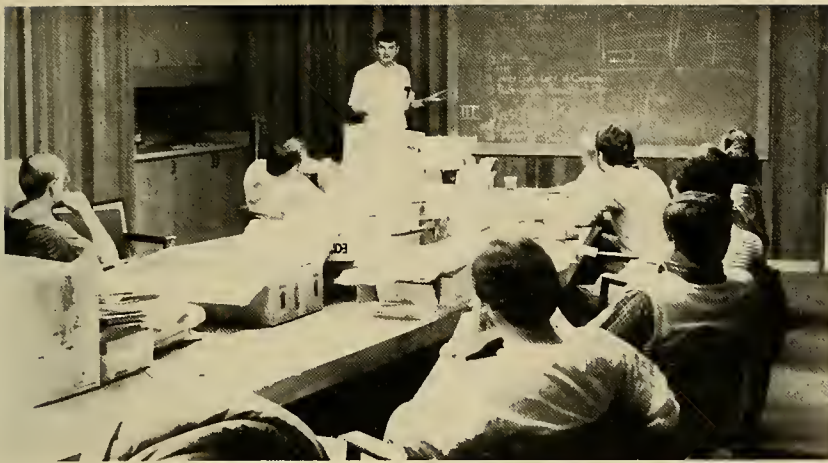
In 1983, the first full year of recovery, average payroll employment in Canada still showed a decline of .9% or 77,600 jobs. The 1983 level of employment (8,519,600) was the lowest since 1979 (8,415,500).

As the economic recovery gathered momentum in 1984, employment grew by 1.6% or 132,500 jobs. By 1985 the growth rate had accelerated to 3.9%, 341,600 jobs. However, last year, the rate slowed to a moderate 2% or 182,600.

According to the study, most employment growth was concentrated in the service sector. In contrast, employment growth in the goods-producing sector has been weak since the recession.

JOB GROWTH BY AREAS

Most of the employment growth in Canada during the 1980s has occurred in Quebec and Ontario, according to the federal employment survey. These two provinces accounted for 76.7% of the total job growth in the post-recession period. Yukon, however, had the highest growth rate in 1984 (5.3%), followed by Alberta the highest in 1985 (7.7%), and Yukon again the highest in 1986 (9.6%).



Brad Witt, researcher for the Western Council of Industrial Workers, is shown at the blackboard reviewing procedures for tabulating over 9,000 membership survey forms. Local union representatives spent four long and tedious days compiling the results.

UBC members get more say through local surveys

What do members of the union think about important issues concerning themselves, their families and their union? A local union hears from only a few of its members at the monthly meeting and it listens to other members who may call or visit the union hall, but this sampling of membership opinion may be too small to get a true picture of what the entire membership is thinking.



✓ SURVEYING INDUSTRIAL MEMBERS

To bridge this communication gap and to get better answers regarding what members think about new approaches to their jobs, many UBC locals and councils are turning to written questionnaires. The Western Council of Industrial Workers conducted just such a survey during February and March, 1987. The 21-question form was handed out to 18,000 members in five Western States. The Western Council was interested in the membership's opinion about their employers, how members participate in their union and how members get information about the union and about contract negotiations. The council also wanted opinions about new directions being considered for the bargaining format in the forest industry.

The response was very high, with 52% of the membership turning in completed forms.

"This large turnout demonstrated to us that our membership really wants to be heard," commented James Bledsoe, executive secretary of the Western Council. "But another reason we got a good response was because we used

the steward system to distribute questionnaires to every member. We wanted to strengthen our steward system. If we would have mailed surveys, the return would have been much lower."

Some of the more important findings are listed below:

- The primary source of information about the union and about contract negotiations was "talking to other members." "Talking to the steward" and "union meetings" placed a distant second and third.

This finding verified a concern of the council leaders; that is, members were relying on other members for information and a problem arises when those members don't have full facts in the first place. The Western Council has set out to correct this problem through a device called one-on-one job canvassing. This is a face-to-face communication network conducted by stewards at the workplace and will be in full operation when negotiations commence in 1988.

- When asked to rate the company's concern for their workers, over 75% gave their employer's a low ranking of either "poor" or "fair."

Of great interest, however, is the fact that this opinion of corporate managers did not necessarily carry over in the way first line supervisors were viewed. One-fourth said their foreman was "very helpful," while about 30% characterized their supervisor as "not helpful" or "nearly impossible to work with."

This certainly confirms that there is a wide variation in the quality of first-line supervision.

- When members were asked to rank the factors they felt would be most important to achieving a fair contract settlement in 1988, the item getting most votes was "solidarity among all unions in the forest products industry."

- Nearly 60% also checked off "very important" when asked how urgent it was to bargain for uniform national

company-wide contracts in the forest products industry. At the present time agreements in the northwest wood products industry are negotiated on a regional basis.

This answer, considered with the high ranking given "solidarity among forest industry unions" indicates strong mem-

bership support for new directions in contract bargaining. Members are clearly saying it's time to move towards national strategies, in close alliance with other unions on the forest industry.

On the value of the survey Bledsoe commented, "It helped us construct a solid program to prepare for 1988 contract bargaining. For example, it un-

derscored the need to improve the link between negotiators and the members. We're doing that with the one-on-one canvass. A two-union national bargaining board has also been formed to develop coordinated tactics with the south and we've set in motion joint actions with the paperworkers unions."

✓ SURVEYING CONSTRUCTION MEMBERS

A small Carpenters local in Eugene, Ore., has also used a membership questionnaire. Emsley Curtis, Local 1273 financial secretary, said, "The local wanted to get a feeling from the members about new directions the union should be going, especially in organizing."

Nearly one-third of the working members of this local completed questionnaires and returned them. This is a very positive response, considering the wide geographic spread of the members, which necessitated a mail-in survey.

The questionnaire asked several questions about union meetings. Eighty-one percent wanted the local to sponsor more educational training classes, and 75% would like to have speakers or

films presented at local meetings. Topics getting the most votes were "health care and pension plans" and "organizing new members."

The Local 1273 survey turned up valuable insights into the members' view of organizing. For example, 80% said the union had a below-par response to the loss of work and loss of members. On the other hand, the membership recognized that they themselves sometimes aggravate the problem. Eighty percent admitted that contractors would not continue to pay union scale, plus fringes, if qualified journeymen were willing to work for less in a non-union situation.

The survey produced a pleasant surprise when 44% indicated a willingness

to work with a local union organizing committee to bring all area carpenters into the union. In addition, 26% indicated a willingness to work on a non-union job if it were on the basis of acting as an inside organizer for the local.

"We learned things from the survey we couldn't have learned any other way," says Curtis. "We had to face the fact we weren't doing everything possible to organize the non-union contractors, but the positive result is that we found a solid core of members willing to help do the job. That is very gratifying. Now, the local is putting together an organizing program with more support than ever from the members."

Major plans for Blueprint for Cure

Today, the Diabetes Research Institute exists in scattered facilities across the campus of the University of Miami in Florida. Tomorrow the Diabetes Research Institute will be housed in a modern, state-of-the-art facility. The proposed center will be a modern ten-story building featuring the latest equipment and facilities including:

- A clinic where the Institute can broaden and expand its treatment of diabetic patients;
- A conference center where doctors and researchers from throughout the world may gather to share their findings with other professionals;
- A vivarium to house and treat the many animals used in the research process;
- A variety of laboratories where the bulk of the research can be conducted; and
- An operating suite which will house the latest in transplant and other facilities where the research findings will be directly applied to human and animal patients.

The estimated cost of the structure is \$10 million—a huge amount when applied against the already staggering sums necessary to fund existing research programs. For this reason, money raised by the Institute must be applied to research.

Labor has organized the Blueprint for Cure Campaign to fill the financial gap needed to build the proposed center. The support over the past two years has been

tremendous, but more is still needed in order to meet the goal of \$10 million for the new facility. The following are the contributions made during the month of October:

Blueprint for Cure contributions were presented to General President Pat Campbell when he attended the 100th anniversary celebration of Local 334, Saginaw, Mich. Many contributions were from union contractors in the area.

Gerald G. Bergman, General Contractor
Behling Acoustical Company
Buck Jean Plastering Co.
Dobson Heavy Hall, Inc.
Charles C. Englehardt Const. Co. Inc.
Erb Lumber
Gerace Construction Company, Inc.
Gregory Construction Co.
Heineman, Inc.
R. C. Hendrick & Son, Inc.
Pumford Construction Inc.
Ramar Construction
Thomas Reynolds, Tolly International
Roy-Don, Inc.
Serenus Johnson & Son Construction Co.
Spence Brothers
K. G. Stricker, W.F.C.
Wobig Construction Co.
Local 334, Saginaw, Michigan
Local 1028-L, Bay City, Michigan
Local 1373, Flint, Michigan
Local 1889, Downer's Grove, Illinois
Local 16, Springfield, Illinois
Local 118, Detroit, Michigan
Local 248, Toledo, Ohio
Local 742, Decatur, Illinois
Local 1026, Miami, Florida
Local 1338, Charlotte, P.E.I.
Local 1752, Pomona, California

Local 1889, Downer's Grove, Illinois

South Florida District Council

Local 149, Tarrytown, NY members working on Town Center of Hawthorne Shopping Center

Franco Elio

John Parise

Ronald J. Dancer

Donald E. Johnson

In memory of Larry Aument from H. Allan & Betty Y. Tucker

In memory of Colbert H. Petersen from 1597, Bremerton, Washington

Golfer Support



The fourth annual Juvenile Diabetes Golf Tournament was held at Pleasant Valley Country Club in Sutton, Mass. Participating in this event were Sal Belsito, tournament co-ordinator; John Lynch, business representative, Local 107, Worcester, Mass.; Norman Vokes, business manager, Local 107; and The Honorable Timothy Cooney, mayor of the City of Worcester.

Members In The News

Award for '20 Good Men'

Alphonso Douglass wanted to be a doctor but couldn't stand the sight of blood. He got release time from Sumner High School, because he was making A's and B's, to become a carpenter apprentice. "I joined the union and fell in love with hammering and sawing."

Had he become a doctor instead of an apprentice, this semi-retired carpenter from Local 797, Kansas City, Kan., might have missed traveling to Washington, D.C., to receive a presidential award for his volunteer work.

Two summers ago Douglass became coordinator for a volunteer housing rehabilitation project in northeast Kansas City, Kan. He gained his experience for this project when the Kansas City area was massively flooded in 1951. "I got very good experience at repairing and renovating houses."

His group asked for 20 good volunteers and, although they often had more than that working, they became known as the 20 Good Men. Houses rehabilitated by the men had to be at least 70 years old and inhabited by persons not able to pay for needed repairs. Materials were donated by business firms.

The United Way of Wyandotte County was impressed with the project and nominated 20 Good Men for a President's Volunteer Action Award. Out of 2,000 nominees 20 Good Men was among the 112 groups awarded.



Project COPE Leader

Richmond, Ind., was recognized this past summer by President Reagan as an All-America City. Three projects were presented to the committee at the National League of Cities Conference and were chosen by those judges to merit the All-America Award.

Edward L. Brumbaugh, business representative for the Central Indiana District and member of Local 912, helped organize one of the projects selected. Project COPE: Commanding Opportunities for Permanent Employment, was a response to sudden loss of jobs for 90 United Auto Workers members when a local factory closed in late 1984. Brumbaugh worked with Nancy McCormick, labor liaison for the United Way of Whitewater Valley, on the project.

The project was aimed at not duplicating services currently existing, but at informing unemployed workers about resources available to them. Project COPE helped coordinate workers' access to education and occupation services from available agencies. It was funded by a \$25,000 experimental grant from the U.S. Department of Labor.

Project workers conducted weekly interviewing and resume writing workshops for about one-third of the laid off workers. Included in the effort was a marketing campaign of radio spots and newspaper advertisements allowing individual job seekers

from the group to explain their qualifications and appeal for a chance at employment.

Project COPE has since expanded into a full-time, permanent worker assistance program.

Brumbaugh has also become involved in Richmond's Sister City Relationship with the Soviet city of Serpukhov. Five delegates from Richmond traveled to the Soviet Union in August to inaugurate the relationship with city officials of Serpukhov. Brumbaugh was selected as a delegate to represent organized labor. The delegate members participating represented government, labor, business, education, the arts and medicine. While in Serpukhov, each delegate spent time with people in their respective areas.

The Soviet city plans to send five delegates to Richmond to roundup the formal exchange. This will begin a genuine two-way exchange between the two cities.

Edward L. Brumbaugh, business representative for the Central Indiana District and member of Local 912, and Nancy McCormick, labor liaison for the United Way of Whitewater Valley, with the All-America City Award.



Second Wind for Snook

In 1975 Wayne Snook, member of Millwright Local 2824 and Retirees Club 62, Denver, Colo., was 65 years old and realized he had some serious health problems. He became involved in a health program that turned his life around. He continued to work to age 70, when he retired from Continental Bakery.

But he still had more to prove to himself. Working out four to five times a week at a health club led him to compete in a Regional Senior Olympics in Phoenix, Ariz., this past spring. He earned a gold medal in the long jump, a silver medal in the free-style 100 meter swim, third place in the 100 meter dash and fourth in the javelin. He placed in the shot put, 50 meter free style swim and 50 meter back stroke swim.

He continued to compete in Senior Olympics through the month of May. In a meet in Dwardville, Ill., he earned a silver medal in the 50 and 100 meter free style swim and a bronze medal in the running long jump. At the Jewish Community Center Regional Senior Olympics, Snook placed fifth in the running broad jump and in the javelin.

Snook continues to enjoy an active and full life and we wish him many more years of success.



Senior Olympiad Wayne Snook, age 72 and a member of Millwrights Local 2824, is airborne as he competes in the broad jump event.

Our Lady of the Rockies

*Huge statue overlooking Butte,
Montana, is testimony to union
spirit, this holiday season*

Two years ago, a statue was added to Saddle Rock on the Continental Divide, overlooking Butte, Mont. It is a 90-foot statue of the Madonna dedicated to women, especially mothers.

The idea of erecting the huge statue grew out of Bob O'Bill's wife seemingly miraculous recovery from a serious illness. O'Bill vowed to build and place a small Madonna in the hills east of Butte as a tribute. After sharing his 6-foot dream with two friends, it grew to be 60-feet, then 90-feet, then a suggested 120-foot tall.

Our Lady of the Rockies, as she is affectionately referred to, is 90-feet high and weighs 51 tons. She is supported by a 32 x 34 foot base that weighs 425 tons. It was built in six sections from a rough sketch, with a framework of 12-inch and 6-inch steel well casing and a skin of 3/32-inch thick sheet steel. The building process included a complete sandblasting, priming and several finish coats of high-gloss white paint.

Many workers volunteered their time and resources to this labor of reverent tribute. Joe Roberts, Joe Roberts' Rocky Mountain Equipment Co., became a driving force during the project, as he gave his time, resources and business to support the project. He virtually gave the keys to his business to the crews working on the statue.

Midway through the project Roberts was devoting more time to the statue project than he was to his business. "You have to be a dreamer. I really think that if we had known what we were getting into, we wouldn't have done it."

The initial work on the project began in 1979. After the land was secured on the Continental Divide, a road was mapped out that wouldn't cross public land and so avoid land-use review processes and the subsequent publicity. When the road was completed in 1981, it sparked a wave of controversy in the form of letters to *The Montana Standard*. One resident wrote: "If ambition and manpower are all that is needed, can just anybody build a 90-foot anything up there?"

Another wrote: "Some people envision a statue on the East Ridge as a shrine to religion. When I picture this statue, I see a tourist trap with slang words written on the statue's face and litter thrown everywhere."

Other people, after reading newspaper accounts, assumed the lump sum of \$2-3 million estimated cost, was already in hand. They felt the money could be better spent to help poor people. No organized opposition ever formed, however, and the stream of letters dropped off to an intermittent trickle that continued until the completion of the statue.

The statue was built by Iron Workers and Carpenters with every member of Local 112 volunteering time to the project. Among them were Tony Baumgartner, Bob Helstrom, Bill Perusich, Al Vervas, Earl Casagrande, Bob Jelich, Bill Barth, Dennis Perusich, Dan Regan and Rudy Boksich. It was built mainly in the Roberts Rocky Mountain Equipment yard, dismantled and flown in by a giant military helicopter called a Sikorsky Skycrane, CH-54A.

The day the final piece was set in place, December 20, 1985, was a day of celebration for all those who contributed their time and those who contributed their support. The head and shoulders of the Madonna, which had come to rest in Roberts equipment yard, was decorated with a U.S. flag, Montana state flag and a Christmas tree. There were tears and hugs, handshakes and champagne toasts and "Congratulations" all around the mountain top.

In town, parts of the city rang with the sounds of horns honking on hundreds of cars as the last piece was laid in place. Helicopter and ground crews and others associated with the project got a fire truck

Continued on Page 38



The head and shoulders of the 90-foot statue are lowered into place by the crew of a Sikorsky Skycrane, as Montana building tradesmen tug at lines to swing the big assemblage into place. A Christmas tree and flag atop the final section proclaim the completion of the work atop Saddle Rock.

DON'T BUY

Christian Brothers Wines Boycotted

Christian Brothers wines are now on the United Brotherhood's boycott list, and labor friends and neighbors of UBC members throughout North America are being asked not to buy Christian Brothers products.

The action results from almost a year of unsuccessful negotiations with Christian Brothers, a religious order of the Catholic Church, in which members of the North Coast Counties of California District Council have been unable to obtain construction work from the company.

Until 1986, the North Coast Counties of California District Council had maintained a long-standing and mutually beneficial relationship with the West Coast wine producer. All work on their winery projects had been done with signatory contractors and union labor, according to district council officers. This year, the company built a new office complex non-union and had several remodeling jobs done non-union as well. The most recent UBC complaint concerns the complete non-union seismic and structural overhaul of the company's Graystone Cellars Building in St. Helena, Calif., located in the heart of the Napa Valley wine region.

Last summer, plant workers at the Christian Brothers' Mont LaSalle Vineyards, all members of the Distillery, Wine and Allied Workers Union, suffered a major setback in their wages and working conditions after a long and bitter strike.

Brotherhood locals have asked for a memorandum of understanding, assuring that future construction by Christian Brothers will be union, but management will only indicate that it will accept bids from union and non-union contractors, contending that its position is in line with encyclicals of the Catholic Church, documents of the Second Vatican Council and a recent pastoral letter of U.S. Catholic Bishops.

In a letter of response to Brother David Brennan, F.S.C., president of Christian Brothers, the North Coast Counties District Council also quoted from the recent pastoral letter of U.S. Bishops in which the bishops stated, "The Church fully supports the rights of workers to form unions or other associations to secure their rights to fair wages and working conditions."

The district council pointed out to Brother Brennan that "by allowing non-union contractors to do the work for the Christian Brothers, you are undermining the wages and working conditions that have taken years to secure in the Napa Valley."

The UBC boycott begins this holiday season, according to UBC General President Patrick J. Campbell. Meanwhile, a request for a full boycott by all AFL-CIO affiliates is under consideration.

Carpenter and BC's On the Level take awards in '86 ILCA judging

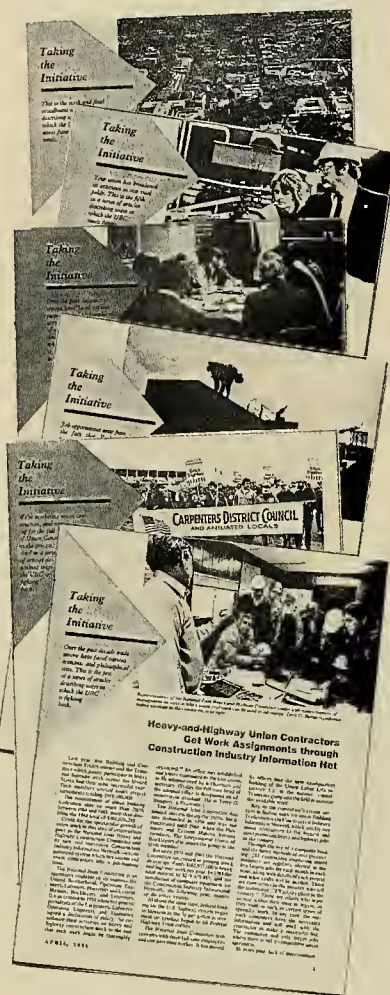
Your UBC monthly magazine, *Carpenter*, and the British Columbia Provincial Council's newspaper, *On the Level*, were winners in the 1986 Journalistic Awards Contest sponsored by the International Labor Communications Association.

Carpenter's July 1986 front cover took a third award for "best cover, magazine format." The judges stated: "The treatment of the celebration of liberty, marking the Statue of Liberty's centennial, was a popular theme in 1986—none more appropriate, satisfying and thoughtful than the July cover of the *Carpenter*."

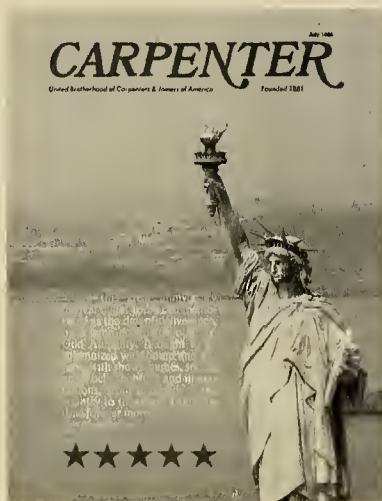
Carpenter also took an award in the category "best series" for its six-part series "Taking the Initiative." The judges said: "This series tells in sharp detail how one of the major unions in today's labor movement is fighting back to remove the obstacles to further organizing and bargaining gains. Laid out here is a whole array of new programs, new responses and new strategies now in place to overcome problems that the UBC and its members face. There is something here for every active member to think about."

On the Level, a tabloid-size newspaper which serves as the official periodical of the British Columbia Provincial Council of Carpenters, and is published from offices in Vancouver, won a first award for general excellence among regional publications. In Subclass B for periodicals of 20,000 or less circulation, *On the Level* was described by judges as "a fine example of the labor press at work."

On the Level, editor Ron Johnson reports that the BC Council's Newspaper was also a recent winner in a competition held by the Canadian Assn. of Labour Media (CALM), judged "best for overall news coverage."



The six-part 1986 series, "Taking the Initiative"



Carpenter, July 1986 cover



On the Level, a 1986 edition.

LOCAL UNION NEWS

Harold Shaw honored in Saskatchewan

Members of Local 1804 (now merged with Local 1985), Saskatchewan, gathered at the Heritage Inn in Moose Jaw for a dinner in honor of Harold J. Shaw. He retired after 37 consecutive years as recording secretary of Local 1804.

Shaw was a carpenter by trade and a school teacher by profession. Through his years of teaching, he encouraged and helped many young people to make carpentry their career by directing them into the apprenticeship training program.

During the evening of celebration, Shaw was presented with an engraved Brotherhood watch by General Executive Board Member Ronald J. Dancer for his long years of faithful dedication to the Brotherhood and his local.



Former officers of Local 1804 as well as new officers of Local 1985 helped to celebrate the retirement of Harold J. Shaw, recording secretary for Local 1804. Those in attendance included, right, Garry Seaborg, former president Local 1804; Mervin Erickson, former financial secretary, Local 1804; Leo Fritz, general representative; Robert Todd, business manager, Local 1985; Ronald J. Dancer (front), 10th General Executive Board Member; and Harold J. Shaw.

Mid-Central Illinois training seminar



The Mid-Central Illinois District Council held a steward and jurisdictional training seminar at Local 904, Jacksonville, Ill., recently. The participants represented the largest group to attend a training session of the Council to date and ranged from apprentices to superintendents.

Those attending the seminar included Jim Coats, Dwight Thompson, George Lucas, Mike Bennett, Don Ellis, Gale Vaughn, Franz Grimmer, Terry Spencer, Brian Farrell, Mike Potts, Bob Drinkwater, Ken Alcorn, Roy Pate, Russ Preston, Claude Christison, Marlin Spencer, Barb Crabtree, Todd Hubbert, Ron Megginson, William Acree, Ken Acree, Carl Seymour, Terry Alloway, Frank Quattrochi, George Helwig, Ernie Klopfer, Charles Decker, Herb Coats, Rodney Reid, Ray Hunter, Tom Courier, Brian Todd, Dave Andrews, Bob Spears, Todd Griffin, Larry Ingram, Oplene Stambaugh, Terry Day, Pat Herzog, Ron Tribble, Larry Carson, Darin Spears and Mike Beard.

Ardoin honored



Local 1098, Baton Rouge, La., honored E.J. Ardoin at a regular union meeting with a service plaque and gift certificate after he retired from his position as financial secretary. He served the local for 24 years in this position. The award was made by Johnny Hodges, assistant secretary of labor and ex-business representative of Local 1098. Shown here are, from left, Sidney Kinchen, president; John George, business representative; E.J. Ardoin, financial secretary; and Hodges.

Chicago honors Hine



A party was given by Local 1693, Chicago, Ill., to honor W. Bud Hine, retiring business manager of the millwright local. He was initiated into the Brotherhood in 1946 and was elected business manager in 1975.

Leaders from the building trades unions in Chicago attended the celebration, where he was presented a framed letter of appreciation from General President Patrick Campbell and a plaque from Third District General Executive Board Member Thomas Hanahan.

Shown here with Hine, left, are George Vest Jr., president, Chicago & Northeast Illinois District Council of Carpenters, and Earl Oliver, president and business manager, Millwright Local 1693.

Washington State Auxiliaries meet

The Washington State Council of Ladies Auxiliaries held its statewide convention, earlier this year, in conjunction with the state UBC convention held in Seattle, Wash., Jo Allstrom's death was recognized during the convention with the draping of the flag. She had been honored for her more than 40 years of service the previous year. The three-day convention ended with a banquet and dance.



The 1987-88 officers were elected at the convention held at the Seattle Hilton. They include, left, Mary Larson, secretary; Marjie Stebbins, vice president; Sharon Rheame, former president; Beth Dale, president; Susan McEnaney, treasurer.

Supervisors back Local 2987 walkout

Members of Local 2987, Norfolk, Va., employed by J.G. Wilson Corp., walked off the job last summer after contract negotiations broke down. Forty employees, including 12 non-union supervisors, walked out until an agreement was reached.

The company and union were bargaining for the first time in three years. The employees contract expired in June 1985, and wages and benefits had remained static. The union was seeking an 8.75% cost-of-living pay increase and sought to keep existing benefits, while the company wanted to keep

pay at its existing rate and reduce benefits. The company also wanted to eliminate two paid holidays, replace the employee pension plan with a profit-sharing plan, increase the employee contributions to its health insurance plan, and reduce sick leave and funeral leave. A spokesman for J.G. Wilson said some of the givebacks the company was asking for would be restored "if appropriate" at the end of a one-year contract.

The weeklong walkout ended when the union and company agreed on a rollover of the existing contract, offering no pay increase and no reduction in benefits.

The 12 supervisors were accepted back to work after the walkout even though the company threatened their jobs. Allowing the supervisors to resume their jobs was part of the compromise between the two groups.



Non-union supervisors joined union employees of J.G. Wilson Corp. after they walked out due to negotiation breakdowns over a new contract. The old contract expired in 1985 causing employees to go without a pay increase for three years. Employees and supervisors went back to work after a rollover of the existing contract was agreed upon.

Davy Laborde Sr. honored at dinner

Davy P. Laborde Sr., was recently honored with a testimonial dinner by Local 1846, New Orleans. The dinner was held at the Fairmont Hotel in New Orleans, La. Laborde recently retired as business agent of Local 1846 and executive secretary of Carpenter District Council of New Orleans and the vicinity.

In attendance were Justice Pascal Calogero, Chief Justice Louisiana State Supreme Court, Congresswoman Lindy Boggs, and Sidney Barthelmy, mayor of New Orleans.



Family, friends and guests gathered in New Orleans to honor Davy P. Laborde Sr., for his service to the Brotherhood as he retired from his position as business agent of Local 1846 and executive secretary of the district council. Shown with him are Congresswoman Lindy Boggs, Victor Bussie, president, Louisiana AFL-CIO, Laborde, and his wife Rita.

Auxiliary installs



Ladies Auxiliary 3, Arlington, Texas held its ceremony for the installation of officers recently. They include, Eulalah Hosey, president; Dorothy Roe, vice president; Eleanor Ford, recording secretary; Johnnie Watts, financial secretary; Rita Anspaugh, Polly Dodson (not pictured) and Betsy Millican, trustees; Rita Anspaugh, warden; Roxie Garland, conductress; and Clara Simon, reporter.



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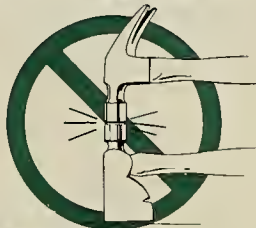
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To help children understand unions

What is a Union? is a 24-page primer designed to help grade school children understand what unions are all about. It is one of the few pieces of elementary-level reading material on unions which the AFL-CIO Department of Education recommends for use in the classroom.

It is available for \$1.05 per copy and can be ordered directly from the printing company: Cornelius Printing Company, 2456 East Washington Street, P.O. Box 7, Indianapolis, IN 46206.

The AFL-CIO has also put together a handbook, *Labor in the Schools, How to Do It!* It is designed to assist union members in developing a labor-in-the-schools program. It contains sample publications and materials, examples of labor-in-the-schools projects and other resources.

It can be ordered from the AFL-CIO, Pamphlet Division, 815 16th Street NW, Washington, DC 20006 for \$5 (orders of 10 or more receive a 20% discount).

If we want our children and successive generations to understand the vital role of organized labor in the development of this country, we must all take whatever steps we can to get labor in the textbooks, in the classrooms and in the schools.

What is a Union?

by Althea



The cover of the Labor Primer

CLIC Needs Your Continued Support in 1988

The Carpenters Legislative Information Committee will have a big job of informing members on political issues in 1988. Support CLIC in its year-around program.

Recent contributors to CLIC include:

Michael Miron, Local 257 retiree, Forest Hills, N.Y.; Angelo M. Santolla, Local 1402 retiree, Richmond, Va.; Anthony A. Zollo, Local 218, Medford, Mass.; Anthony J. Piseitelli, Local 188 retiree, Bronx, N.Y.; Leonard S. Beville, Local 101 retiree, Baltimore, Md.; Julius Kopff, Local 531, College Point, N.Y.; John P. Kennedy, Local 505, San Diego, Calif.; Steve Naglich, Local 2055 retiree, Red Lodge, Mont.; Norman T. Spaulding, Local 586 retiree, Sacramento, Calif.

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Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

Santa Clara center



The new carpentry apprenticeship training center for the Santa Clara Valley apprentices was dedicated recently. Located in Morgan Hill, Calif., the facility is the latest to be built by the 46 Northern California Counties JATC. It represents the culmination of many years of effort to find a permanent school site for over 1100 apprentices. A dedication ceremony was held and attended by local contractors, building officials, politicians and educators, while apprentices in the program gave demonstrations of their skills.

APPRENTICESHIP & TRAINING

UBC Job Corps totals show gains

The United Brotherhood is now offering pre-apprenticeship training to 2,100 young men and women between the ages of 16 and 21 at 48 Job Corps Centers. That's the highest level of participation in Job Corps activity by the UBC since the union first signed a federal contract to train young people more than a quarter of a century ago, according to the UBC apprenticeship and training department.

These gains were reported to participants in the 1987 Job Corps Training Conference at Niagara Falls, N.Y., last September. A total of 120 Brotherhood members are now employed as instructors and coordinators in the program, including two recently appointed women instructors in carpentry—one at Inland Empire Center in California and the other at the Cincinnati, Ohio, Job Corps Center.



Spurgeon Styles, UBC Job Corps project coordinator, left, and First District Board Member Joseph Lia, right, were speakers at the Conference in Niagara Falls.

Two community projects in Omaha



The joint apprenticeship committees of Carpenters Local 400 and Millwrights Local 1463, Omaha, Neb., have been active on several projects. Shown here is work being done on two projects, the Omaha Boys Club and Micah House, a home for indigent people. At upper left, apprentices Paul Carnazzo, Todd Workman and Mike Prussia remodel a building for the local Boys Club.

At upper right are Gary Christopher, apprentice, and Tom Schulz, instructor, working on doors at the Micah House.

Below left are other apprentices who hung doors—Monte Williams, Andy Olson, Eric Olson and Terry Elder.

Below right are apprentices Kelly Kirk and Lavell Williams setting a lock in a door at Micah House.



Recent graduates in Cumberland



Seven members of Local 1024, Cumberland, Md., recently completed the apprenticeship training program. They included Thomas Metz, David Miller, Michael Andres, Michael Lindeman, Robert Halle, Robert Taylor and Paul Twigg.

Manitoba holds annual contest



Judges and winners in the Manitoba Provincial Apprenticeship Contest are shown here. They include, Frank Pauls, architectural faculty, University of Manitoba, judge; Sam Savoie, committee member, Manitoba Labour Department; Glenn Baldwin, committee member, department head, Red River Community College; John Stark, chief judge, carpentry instructor, Red River Community College; J.B. Dinner, third place winner; Harold W. Bedford, committee chairman; Henry Gousseau, first place winner; Ron Wicklund, second place winner; Peter Scholte, judge, Local 343. Wayne Melnyck, judge, representing the contractors, was not available for the photograph.

First California I-105 graduates

Mavis McAllister, Local 1976, Los Angeles, Calif., and Mary Whitmore, Local 1140, Harbor City, Calif., are the first UBC members to achieve journeyman status through the California Department of Transportation's pre-apprenticeship program, operated in conjunction with the Los Angeles County Carpenters Joint Apprenticeship and Training Committee. It is operated with federal funds supplied under the Job Partnership Training Act.

Pre-apprentices referred to the program are learning their trade by rehabilitating houses along the I-105 Century Freeway. They complete their craft training under the Los Angeles PETS Program.



Mavis McAllister, second from left, and Mary Whitmore, second from right, are the first women to achieve journeyman status through California's I-105 Pre-Apprenticeship Training Program. Accompanying the two women are, Al Hernandez, Los Angeles County Federation of Labor; Jesse Martinez, financial secretary, Local 1976; and Judge Harry Pregerson, United States Circuit Judge.

Santa Clara honors 104 new journeymen



Two apprentices were chosen to receive the Apprentice of the Year award. David Jeppson, far right, was the carpenter recipient, and Kevin Weinberg, not pictured, was the top drywall-lather apprentice. Jeppson is shown with, left, Robert Rath, director, Carpenters Training Center, Morgan Hill, Calif.; Dennis McConnell, Apprenticeship Trust Board Member and General President Patrick Campbell.

The apprentice completion ceremonies for the Santa Clara Valley, Calif., District was held last summer to honor 104 graduating apprentices. General President Patrick Campbell was the keynote speaker at the ceremony and encouraged each new journeyman to assure the future of labor by contributing to the unionized construction industry.

Two apprentices were selected by the JATC to receive the Apprentice of the Year award. David Jeppson, Local 1280, Mountain View, Calif., was chosen as carpenter recipient, and Kevin Weinberg, Local 144-L, San Jose, Calif., was named top drywall-lather apprentice. The Apprenticeship Federation honored Phil Mirenda with the annual "Mr. Apprenticeship" award for superior contribution to apprenticeship. Mirenda, who recently retired as executive vice president of Carl N. Swenson Construction, served on the JATC for many years and oversaw the training of many young people.

Illinois Council sponsors contest

The Illinois State Council recently held its 20th Annual Apprentice Contest in the Rockford area. Winners were determined from the results of a four-hour written test and the quality and exactness of an eight-hour building project. The building projects were constructed in the Rockford Metro Centre.

A banquet was held in the Metro Centre to honor all the contestants and award the winners. Special recognition was given to the Bureau of Apprenticeship Training on its 50th anniversary.

The winners of the contest included, for the carpentry division, Roger V. Langrehr, Local 1361, Chester, Ill., first place; Terry Klingelhofer, Local 433, Belleville, Ill., second place; Edward P. Peddle, Local 250, Waukegan, Ill., third place.

The winners in the mill-cabinet division included; Michael J. Bizjack, Local 1207, Chicago, Ill., first place; Jeffrey Blanck, Local 792, Rockford, Ill., second place; Jon Jay Dillard, Local 633, Granite City, Ill., third place.

In the millwright division, awards went to Keith Brauer, Local 169, St. Louis, Ill., first place; William D. Collings, Local 1693, Chicago, Ill., second place; David J. Shaffer, Local 1693, Chicago, Ill., third place.



The first-place awards went to Keith Brauer of Local 169 millwright, second from left; Michael Bizjack, Local 1027, mill cabinet, center; and Roger V. Langrehr, Local 1361, carpentry. They are shown with Dick Ladzinski, secretary-treasurer, Illinois State Council, left, and Don Gorman, president, Illinois State Council, right.

Missouri state contest winners

The Missouri State Apprenticeship contest was held recently in Jefferson City with six contestants competing. Judges for the contest were Len Toenjes, St. Louis Construction Training School; Charles Cates, Kansas City District Council; and Ray Gilliam, contractor.

Carpentry awards went to Richard Alt,

first place, Local 417, St. Louis; Brian Carron, second place, Local 2030, Sainte Genevieve; and Tom Barklage, Local 945, Jefferson City.

Ed Krause, Local 1596, St. Louis was awarded first place in the mill-cabinet division, with second place going to Craig Scott, Local 1635, Kansas City.

First place millwright was Ed Roesler, Local 47, St. Louis.

The contestants underwent a four-hour written test and a manipulative project in the annual competition.



Participants in the Missouri Contest were, front, Ed Krause, Brian Carron and Tom Barklage. Back, Richard Alt, Ed Roesler and Craig Scott.

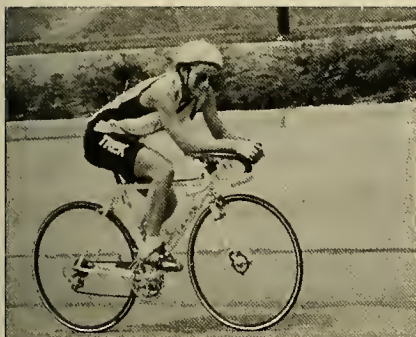


A special feature at this year's contest was a floor and wall covering demonstration by apprentices from the Chicago and N.E. Illinois District Council. Shown with the exhibit are Tony Pongetti, instructor; John Miller and Chuck Vallee, Local 1185, Chicago, Ill.; and Warren Lang, Local 1185 business representative.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

BIKE RIDER IN 'RACE ACROSS AMERICA'



Cheryl Marek member of Local 131, Seattle, Wash., completed the Race Across America, last summer—a 3,117 mile bicycle race from San Francisco to Washington, D.C. Seven women and 26 men competed in the race. Marek completed the race in 12 days, five hours and 41 minutes to capture second place in the women's division and the Rookie of the Year Award.

Marek is also the holder of the women's tandem transcontinental record with a time of 10 days, 22 hours and 48 minutes.

Local 131 made a donation to Marek to offset her expenses in the grueling bike ride.

UNION COUNSELORS



Members of Local 1438, Warren, Ohio, recently completed the union counselor program sponsored by the Trumbull County AFL-CIO. It was a nine-week workshop covering many phases of community service. Among the topics discussed were child abuse, drug and alcohol problems, workers compensation and rehabilitation programs.

Shown above are James W. Stiffler; Edward J. Tock, business representative; Juanita McCarty, president of the community union counselors; and Thomas Pardue. Ronald A. Davis also graduated from the class but was not pictured.

PLAYGROUND JOB



Members of Local 278, Watertown, N.Y., volunteered their craft skills and one week out of their summer to build a playground for the children of their town. They worked under the direction of Al Wright, retired treasurer, shown above beside his pickup truck. Those participating were Bruce Smith, Bob Thomas, Dave Black, Gunnar Larsen and Dick McCabe. The project was completed on time and at no cost to the city.

MEANY AWARD TO CALIFORNIA MEMBER



A member of Local 2435, Inglewood, Calif., Niels C. Nelson, center, was the recipient of the George Meany Award from the Boy Scouts of America at a pin ceremony held by the local. Nelson was given the medallion in recognition of years of service with the organization.

The Meany Award is named for the late president of the AFL-CIO, who gave support to many community service organizations during more than three decades of labor leadership.

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Labor News Roundup

Credit-rating data blackened out for labor unions

Dun & Bradstreet, a major credit-rating firm, has imposed the computer-age equivalent of a yellow-dog contract on a middleman company that sells access to various financial data services.

The AFL-CIO and several affiliates had been obtaining data on corporations that are not publicly owned by accessing Dun & Bradstreet's financial records file through Dialogue Information Services, a data base supplier.

Unions paid for access to the reports, which often are useful in preparing for collective bargaining. But Dun & Bradstreet takes the position that employers who provide the information don't want it going to unions. So it asserts a right to be "selective" in choosing its customers.

A yellow-dog contract, illegal since 1932, requires employees to promise that they won't join a union.

When Dun & Bradstreet found out that unions were buying its financial information, it insisted that Dialogue Information Services blacklist the unions.

Union librarians discovered this when the words "unauthorized file" flashed on their computers when they tried to access the code for the financial records file.

Farmers quit agriculture at higher rates

The National Farmers Union reports that the rate of farmers leaving agriculture is the highest in almost two decades.

NFU said that the exit rate from farming was 1.7% in 1970 and dropped to 1.0% in 1975. However, in 1983 and 1984, the exit rate rose to 1.3%, and in 1985 it rose to nearly 2.3%, the highest since 1969.

One of the most alarming factors about the trend, said the NFU, is that farmers who are quitting for financial reasons tend to come from the middle and upper segments of commercial agriculture— younger, progressive persons with production-efficient units.

In contrast, during the last period of high exit rates in the 1950s, NFU said, most departures were among residential and part-time farmers who primarily left by choice for better opportunities elsewhere.

"To have financial stress hit the mid-scale group of farmers the hardest is unique and ought to alarm U.S. consumers about the predictability of food supplies," NFU said.

Juvenile shoe added to don't buy list

Intolerable concession demands by Juvenile Shoe Company in Aurora, Mo., forced over 450 workers out on strike in April of this year. Scabs were hired at a rate of pay that exceeded that of the expired agreement and the last negotiated wage offer.

Concessions demanded by the company include slashed wages and benefits, reduction in holidays and weekend work with no overtime pay. The majority of the workers are women and are among the lowest paid industrial workers in Missouri. The company also employs sweatshop tactics giving people minimum wage for homework.

The company, owners of two retail shoe stores in Missouri—Robin's Shoes in St. Louis and Robinson's in Kansas City—also sells to shoe retailers nationwide.

The AFL-CIO Executive Council has endorsed the request of the Amalgamated Clothing and Textile Workers Union to boycott Juvenile Shoes in an effort to put pressure on the company to bargain in good faith for a fair and equitable contract. Brand names to avoid are Lazy Bones, Clinic, Sandpipers, Foot Thrills, Hitch Hikers, Happy Steppers, G.P.O., Dude Ranch Camp Hocs, Cradle Steppers, and Gloveal.

Two meatpacking companies added to "don't buy" list

Producers of processed meat products and canned hams cut employees wages by almost 50%, forcing 800 United Food and Commercial Workers to strike in January 1987.

By use of plant closing threats and layoffs, Cudahy reduced workers' wages from \$10.69 an hour to \$6 an hour, systematically destroying their standard of living. Although the National Labor Relations Board ruled that Patrick Cudahy did not bargain in good faith with UFCW Local P-40, the company replaced strikers with scabs and is appealing the NLRB ruling.

At the request of the UFCW, the AFL-CIO has placed Patrick Cudahy on the Don't Buy list and requests cooperation in the boycott of Cudahy processed meat products labeled: DAK, Patrick Cudahy, Gwaltney, Milano's, Smithfield, Taneda, Deli-Fresh, and canned hams brand named: Agar, A&P, DAK, Jewel, Lancaster, Plymouth Rock, Shur-Fine, Smoke-A-Roama, Windmill, Emge, Pathmark, Safeway, IGA, Apple Blossom, Circle A and Country Club.

In 1983, another company, John Morrell of Sioux City, Iowa, cut workers' wages by more than \$3 an hour. Four years later, in spite of soaring profits, Morrell is demanding additional wage cuts. Morrell's corporate management

has replaced "a fair days work for a fair day's wage" with "work harder for less," with breakneck production speeds. Slaughtering has increased by 84% from the mid-1970's, creating staggering on-the-job injuries.

The AFL-CIO endorses the request of the UFCW and John Morrell workers to boycott Morrell meat products sold under these labels: John Morrell, Nathan's Famous, Tobins First Prize, Rath Blackhawk, Hunter, Krey, Peyton, Partridge and Rodeo, until workers can achieve a fair contract.

Union buster changes mind about labor

Martin Levitt, anti-labor consultant for 20 years, said he is leaving the "dirty business."

Levitt told the AFL-CIO National Organizing Coordinating Committee's "RUB Sheet" that "management consulting is a disgusting field—although I helped to pioneer it."

"It is a dirty business, that enables a person to come into a company which is facing a union threat and prey on management's feeling of crisis," Levitt said. "The consultant manipulates people to believe that they don't need what in fact they do need."

Levitt said the business hurts not only union members, but also supervisors and the companies which pay some \$1,000 a day for the services. "When I started to discover the fatalities that occurred, I got disgusted. No dollar amount was worth the hurt being done," he said.

Levitt, who began as a consultant with John Sheridan Associates and later worked for Modern Management Methods before he began his own business, told RUB he will tell his story in a book to be published next year.

Three honored by Work in America Institute

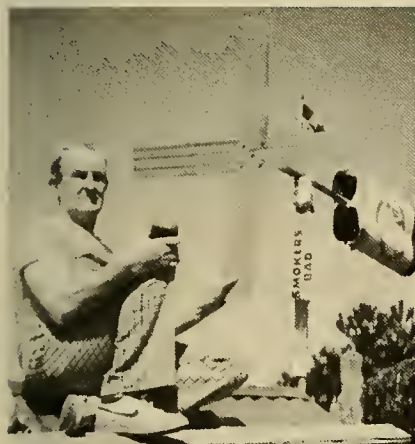
AFL-CIO Secretary Thomas R. Donahue, former U.S. Labor Secretary William E. Brock and Hamish Maxwell, chairman of the board and chief executive officer of Philip Morris Companies, were recipients of the Work in America Institute's 4th annual Labor-Management Award. Bakery, Confectionery and Tobacco Workers' Union President John DeConcini presented the award to Donahue, a founding director of the 12-year-old Institute.

"For twelve years now, this Institute has preached the gospel that cooperation between management and labor is a two-way street and that if we want to make our country and its workers more productive and competitive, we cannot do it simply by reducing our standard of living to the lowest common denominator," Donahue told the 450 guests at New York City's Hilton Hotel on October 20.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Rooftop crusader



Anti-smoking crusader Norman Wigglesworth's latest no-smoking sign is mounted 17 feet above the ground . . . on his garage roof. Propelled by the wind, this latest addition complements another such sign which he says is the world's largest roof-mounted no-smoking sign and which is mounted on the roof of his house, visible to aircraft flying by.

Wigglesworth is a member of Local 452, Vancouver B.C.

Santa Ana retiree helps preschoolers

Floyd Madland, retired member of Local 1815, Santa Ana, Calif., has spent the last 12 years working with the preschool children in his church.

He works with them in building items out of wood which he picks up from cabinet shops. The children, aged 3-5, have built airplanes, bird houses, tool boxes, jewelry boxes, toy beds, cars and houses by gluing and nailing the pieces together.



Madland is shown with two of the preschoolers as they work on their projects.

North California Club 16 years old

The history of the Retired Carpenters Club of Northern California goes back to January 1971, long before UBC retiree clubs were internationally chartered. A history of the club was recently written by Genevieve Schidger Saracco, who attended the organizational meeting in 1971 along with 21 others.

The club began as a small group of retired carpenters from Local 1622, Hayward, Calif. They met September 1970 and decided to form a retirement club to support one another. At the organizational meeting, January 1971, 22 retired carpenters from various locals met at Local 36, Oakland, Calif., to hold their first election. The first officers were Gus Toensing, president; Ernie Crow, vice president; Larry Twist, recording secretary; and Leo Schiager, financial secretary. Trustees and area representatives were elected the following month.

By-laws were set forth and a motto and purpose defined: To aid the retired carpenter in assuming his well-earned position of honor and importance in our society. Dues were set at 50¢ a month with a \$2 initial fee. Meetings were held at the different locals, a monthly newsletter was published, and a membership drive was begun.

The first Christmas party was held at Local 1622 with 150 members and guests in attendance.

In 1972 a legal fund was established with able members donating \$20. A lawyer was hired in August and a suit was brought against the pension board asking for equal pensions. Eight of the charter members were plaintiffs in the case. The club went to court three times over the next three years until the case was lost in December, 1975, after it went before the U.S. Court of Appeals.

Membership grew as a result of membership drives. A total of 247 members attended the Christmas luncheon in 1972, and in 1973 dues were raised to \$1. An extensive membership drive was started in May, 1974, after they were granted by the courts the use of the mailing addresses of all retired carpenters—8,000 at the time. By December membership had increased to 900, not including wives.

The members became involved in a community effort to donate eyeglasses to the needy. They also became involved in the lives of the other members as area representatives shared news of illnesses and deaths of members.

Continued on Page 38



These are projects completed by the students in the Santa Ana pre-school.

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Bill Brogley - Carpenter, Local #8

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A hip roof is 48'-9¼" wide. Pitch is 7½" rise to 12" run. You can pick out the length of Commons, Hips and Jacks and the Cuts in ONE MINUTE. Let us prove it, or return your money.

In the U.S.A. send \$7.50. California residents add 4½% tax.

We also have a very fine Stair book 9" x 12". It sells for \$4.50. California residents add 27% tax.

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Seminar at Labor Studies Center for full-time officers and business representatives, industrial local unions

The fourth and final UBC training seminar of 1987—this one for industrial business representatives and fulltime officers was held October 18-23 at the George Meany Labor Studies Center in Silver Spring, Md.

Thirty-five local and council officers attended the October seminar.

The seminars are designed to acquaint full-time officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of the Industrial Department representatives Mike Fishman, Dennis Scott, Walter Malakoff and Richard Dwyer, deputy director of the George Meany Center.

Participants in the fourth 1987 training seminar and their local or council affiliation are as follows:

David Langston, B.R., Kansas City D.C., Kansas City, MO
 Gregory Nickloy, B.R., Local 1359, Toledo, OH
 Jerry Nordin, B. R., Los Angeles County D.C., Los Angeles, CA
 Carlos Perez, Sec'y.-Treasurer, Local 3074, Chester, CA
 Ramon Richardo, B. R., Los Angeles County D.C., Los Angeles, CA
 Joe Potter, Asst., B.R., Local 2949, Roseburg, OR
 Ted Rabern, F.S., B.R., Local 2949, Roseburg, OR
 E.J. Reith, B.R., Western Pennsylvania D.C., Pittsburgh, PA
 Jack Roese, B.R., Local 2077, Columbus, OH
 Jim Ruggles, B.R., Local 1553, Hawthorne, CA
 Adam Salvona, B.R., Local 3054, Exeter, Ontario
 Lowell Schultz, Asst. B.R., Midwestern Industrial Council, Wausau, WI
 Matthew Shackel, F.S., B.R., Local 2155, Brooklyn, NY

Alvin Smith, B.R., Southern Cncl. of Industrial Wkrs., Jackson, MS

Rex Stuart, B.R., Local 2403, Richland, WA

Al Tag, B.R., Local 1553, Hawthorne, CA

Tim Thomas, B.R., Local 1553, Hawthorne, CA

Lawrence Warren, F.S., B.R., Local 2715, Medford, OR

Vince Albrecht, F.S., B.R., Local 821, Union, NJ

Robert Alexander, President, Florida Council of Industrial and Public Employees, Clearwater, FL

Bruce Baier, Sec'y.-Treasurer, Midwestern Industrial Council, Wausau, WI

Willie O. Boone, B.R., Local 3090, Murfreesboro, NC

Lou Bradley, B.R., Local 1338, Charlottetown, PEI

Tim Brewer, B.R., Southern Cncl. of Industrial Wkrs., Jackson, MS

James Carr, F.S., B.R., Local 338, Seattle, WA

Daniel Chapman, Jr., Asst. B.R., Local 2288, Whittier, CA

Michael DiLucia, B.R., Local 1160, Pittsburgh, PA

Nicholas Ercoline, Shop Agent, Local 964, New City, NY

Kenneth Fenwick, Asst. B.R., Local 3054, Exeter, Ontario

Jones Fitzhugh, B.R., Southern Cncl. of Industrial Wkrs., Jackson, MS

Richard Garretson, Jr., Asst. B.R., Local 2403, Richland, WA

Llyod Groomes, B.R., Local 3023, Omak, WA

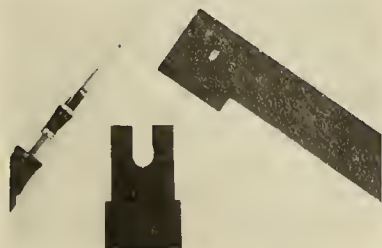
Charles Hamilton, B.R., Southern Cncl. of Industrial Wkrs., Jackson, MS

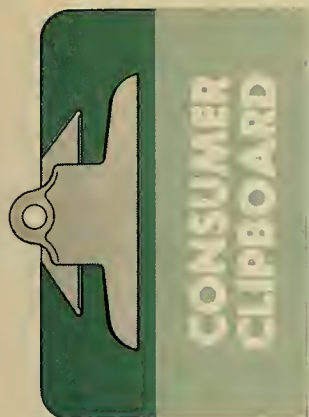
Howard Jones, Shop Agent, Local 964, New City, NY

Jerry Kirchgatter, F.S., B.R., Local 2927, Sutter Creek, CA

Square Is Squared

Carroll Shaw, a retired member of Local 304, Denison and Sherman, Texas, has an antique framing square which comes apart at the apex. It can be reassembled by a simple twist of a screwdriver blade in the lock nut. Indentations in the metal prevent slippage. Such a square, if it remains accurate, would be handy in a tool box today.





Consumer complaints hit record high

*Mail promotions and phone-order sales
generate the most day-to-day problems*

Consumers turned to the nation's Better Business Bureaus a record 9.6 million times last year, with mail and phone-order sales generating the most complaints, the bureaus reported recently.

Overall, the business-sponsored agencies which handle consumer problems reported receiving 7.5 million requests for information on businesses and 2.1 million complaints about goods or services. About three-fourths of the complaints were eventually settled.

Home improvement and remodeling firms were the focus of the largest number of pre-purchase inquiries from consumers, the bureaus reported.

The national Council of Better Business Bureaus, based in Arlington, Va., serves as coordinator for the 178 local Better Business Bureaus across the nation. These bureaus keep files on local business firms, can advise consumers about complaints or patterns of problems with individual companies and often



*Damaged goods and delays in delivery
are reasons given by many consumers for
going to the Better Business Bureau and
other agencies.*

seek to help solve disputes between businesses and consumers.

The 5% increase in consumer contacts with the bureaus was primarily due to the growth in the number of pre-purchase inquiries about companies.

Among the complaints received across the country, the largest single category was for ordered products, a rapidly growing segment of business in recent years.

Some 15% of all complaints were in this category, with the most common areas being products ordered from catalogs or out of newspaper and magazine advertising.

Previous analyses of these complaints have shown delays in delivery or damaged products to be the most common problems, followed by billing disputes.

Overall, ordered products generated 70,581 complaints, well ahead of the 47,215 complaints focusing on home remodeling and improvement firms.

How to get a Social Security number for your child

Q. I understand that most children soon will need a Social Security number. Is this true?

A. The Tax Reform Act of 1986 (section 1524) requires taxpayers to have a Social Security number for each dependent age 5 and over that they claim for tax purposes. That number must be shown on all Federal tax returns due after December 31, 1987.

Q. I have a 31-year-old mentally retarded daughter who will never work. Must I get a number for her?

A. Yes. Although most dependents are under 18, some are adults who also need a number under the new law.

Q. My two children are ages 2 and 6. Do they each need a number?

A. Only the older child must have a number by the time you file your 1987 tax return. Because the younger one will also need a number before long, however, you may want to apply for both of them at the same time. It's up to you.

Q. Do most dependents need to get a number?

A. No. About two-thirds of all young people, particularly teenagers, already have

a Social Security card with a lifetime number on it. They may have gotten it for a bank account or savings bond, a part-time job, a driver's license, a college entrance examination, an application for government benefits or other purpose. Those who now have a number will NOT have to get another one.

Q. How soon must I get a Social Security number for my dependent?

A. As soon as possible. You will need to show the number on your 1987 Federal Tax return which is due by April 15, 1988. Since it will take some time to get the number after you apply, don't wait until the last minute.

Q. How do I go about getting the number?

A. You must complete an "application for a Social Security Number Card" (Form SS-5), available by mail or in person at any Social Security office. Also, an appointment to apply can be made by phone. If a dependent is 18 or over or was born outside the United States, the application must always be made in person.

Q. When is the Social Security number required by government agencies other than SSA?

A. The Tax Reform Act of 1986 permits state and local governments to use the Social Security number in administering their tax, general public assistance, driver's license and motor vehicle registration programs. The state or local government may require a person to provide a number for these purposes. In the case of Aid to Families with Dependent Children (AFDC), benefits cannot be paid without the Social Security number.

The number is also required for Internal Revenue Service (IRS) purposes. It must be shown on Federal Tax returns and be given to banks and others who are required to report interest, dividends or other payments to IRS.

Other government agencies may require a person's Social Security number only if a law or regulation either orders or authorizes them to do so. Agencies must explain the legal basis for the request. If there is no legal basis, the person can refuse to give the number and still receive the agency's services.

If you have questions, call toll-free 1-800-533-0105.



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AVE. NW, WASH., D.C. 20001.
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AND POETRY NOT ACCEPTED.

LEGAL OUCH!

A personal injury attorney told a prospective client, "I'll take your case on a contingency basis."

The client didn't understand what "contingency" meant.

"It means," the lawyer explained, "that if I lose your case, I get nothing. If I win your case, you get nothing."

—Comedy World

LOOK FOR THE UNION LABEL

TRAGEDIES

It's strange how an earthquake four thousand miles away seems less of a catastrophe than the first scratch on your new car.

SHOW YOUR BUMPER STICKER

SHEER RELAXATION

Last year we discovered a vacation spot that's convenient to get to, comfortable, relaxing, where we don't have to get dressed up and that's priced within our budget. It's called the living room.

PRESIDENTIAL MOUTHPIECE

A tired traveler stepped up to the front desk of a fancy hotel.

"A room, please," he said.

"I'm terribly sorry," replied the snooty deskman, "but we are quite full."

The traveler took a deep breath, and then said, "Listen, if the President of the United States were to walk in right now, you'd give him a room, right?"

"Yes, that is correct."

"Well," said the traveler, "give me his. He's not coming."

—Boy's Life

DON'T BUY L-P

SIGN OF THE TIMES

An advertisement on the front window of a big furniture store: For Sale—Dining Room Set for Short Family With Crooked Legs.

—Hircio R. Salas

Local 1050 Philadelphia, PA

ATTEND LOCAL MEETINGS



TU-BAD

"The people upstairs are very annoying," complained the tenant. "Last night, they stomped and banged on the floor until midnight."

"Did they wake you?" asked the landlady.

"No," replied the tenant. "Luckily, I was playing my tuba!"



THIS MONTH'S LIMERICK

There was a young person called
Smarty,
Who sent out his cards for a
party;
So exclusive and few
Were the friends that he knew
That no one was present but
Smarty.



THAT SMARTS

The beaming graduate accepted his law degree and stepped down to receive his parents' congratulations. Placing his hand on his father's shoulder, he said, "Dad, it's time for a change. All your life you worked hard for me. Now it's time for you to go out and work hard for yourself."

—The Lion

BE AN ACTIVE MEMBER

BIG DEAL!

Then there was the woman driver who went through a red light. Her husband sitting next to her yelled, "Why didn't you stop? Didn't you see the red light?"

She smiled and replied, "Big deal! If you've seen one red light you've seen them all."

ADOPT A LUMBER COMPANY

THAT STINKING FEELING

Skid Rower: "I went to church last Sunday."

Friend: "Well, that's different."

What did you do?"

Skid Rower: "First of all, a bouncer met me at the door."

Friend: "No, no, you don't mean a bouncer, you mean an usher."

Skid Rower: "Well . . . then he led me down this alley."

Friend: "No, not an alley—you mean an aisle."

Skid Rower: "O.K. Then he showed me a place to sit on a bench."

Friend: "No, no, you don't mean a bench—you mean a pew. You know, a pew, a pew!"

Skid Rower: "Ah yes, now I remember. That's what that lady said when I sat down beside her."

—Des Acheson

Local 452

Vancouver, B.C.

CARPENTER

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only \$79.95!

Now you can solve all your building problems right in feet, inches and fractions—with the all new Construction Master™ feet-inch calculator.

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and ANY or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [1/2]. What's more, you can mix all fractions ($3/8 + 11/32 = 23/32$) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between All Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.

It also converts square and cubic.

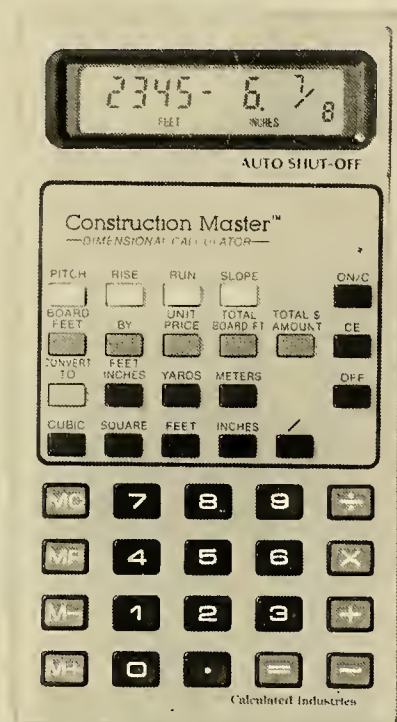
Plus the Construction Master™ actually displays the format of your answer right on the large LCD read-out—square feet, cubic yards, etc.

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—and directly in feet and inches.

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also



New calculator solves problems right in feet, inches and fractions. On sale for \$79.95.

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Service To The Brotherhood



Vineland, N.J.—Picture No. 1

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

VINELAND, N.J.

Local 121 held its 19th annual service pin banquet at the Centerton County Club.

Picture No. 1: Members receiving their 50-year service pin included Eric Nordberg and Terrance Pierce.

Picture No. 2: Joe Jupin, 45-year member.

Picture No. 3: 40-year pins were awarded to Clyde Moyer, Salvatore Spatafore, Hershal Garrison Sr. and Walter Goff.

Picture No. 4: Receiving 35-year pins were Karl Malone, Ray Hermanson, Carl Olsen and Donald Lancheu.

Picture No. 5: Ronald Prestis, Reino Lappinen, Hershal Garrison Jr. and Alfred Gunno received 30-year pins.

Picture No. 6: Members receiving 25-year pins included, front, Ralph Bettie, Shirley Schoch, Senge Kosachuk, Al Lacivita and William Schmickel.

Back row, Ed Atkinson, Craig Nordberg, Erwin Schwartz, Harold Hickman, Richard Love and Deno Ventini, business representative.

Picture No. 7: 20-year pins were awarded to, front, Angelo Manero, Mario Visintin and Gunnar Nordberg.

Back row, Ken Stiles, Joe Langley, Fletcher Simpson and Deno Ventini, business representative.



Vineland, N.J.—Picture No. 3



Vineland, N.J.—Picture No. 5



Vineland, N.J.—Picture No. 4



Vineland, N.J.—Picture No. 6



Picture No. 2



Vineland, N.J.—Picture No. 7

MONTREAL, QUEBEC

Picture No. 1: Members of Local 134-2 were honored for their service to the Brotherhood. They included, Salvatore Scotto, 25 years; Paul

Emile Fortin, 30 years; René Dusseault, 30 years; Rolland Boyer, 45 years; Anthony Wavroch, 40 year; Donat Brouillard, 40 years; and Oscar Bourgon, 35 years.

Picture No. 2: Edouard Larose was awarded a lifetime membership for his 50 years of service.



Larose



Montreal, Quebec—Picture No. 1



Picture No. 1



Picture No. 5

STATE COLLEGE, PA.

Local 1333 held a banquet to award service pins to members with longstanding service to the Brotherhood. Presentations were made by Business Representative Don Gussler and President John Irvin.

Picture No. 1: Ralph Kolb, 50-year member, was presented with a gold card.

Picture No. 2: Ardel Miller and Joseph Kozar were honored for their 45 years with the Brotherhood.

Picture No. 3: 40-year members honored were Kermit Miller, Ted Perry and Henry Schnarrs.

Picture No. 4: 30-year members to receive pins were Ronald Decker and Jerry Kling.

Picture No. 5: A special plaque presentation was made by Don Gussler, business representative, to Harry Schilling who served Local 1333 for 33 years as its business representative.



State College, Pa.—Picture No. 3



State College, Pa.—Picture No. 2



State College, Pa.—Picture No. 4

COLUMBIA, MO.

Local 1925 honored its members of longstanding service to the Brotherhood with service pins.

Picture No. 1: 45-year members awarded with pins were Eugene Miller, Elmer Calhoun and E.H. Gruender.

Not shown are Harold Johnson, Robert Jones, Curtis Nienaber and James Sublett.

Picture No. 2: Members receiving 40-year pins included Ted Eaton, W. Gene Armstrong, Sherman Tennyson Jr., Anderson J. Wood, Robert Level and B.J. Nichols.

Those not pictured are C.C. Bugg, Harold Harmon, W.P. Morton, L.W. Murray and Russell O'Neal.

Picture No. 3: Pins were awarded to Joe Bell, Otto Frevert Jr., and Clarence Wilkerson for 35-years of service to the Brotherhood.

James Blakemore, Fred Coats, Robert Waters and Fred Tindell were awarded 35-year pins but were not present for photographs.

Picture No. 4: Derby Harmon was presented with a 30-year pin.

Those awarded but not pictured are R.D. Ballew, B.J. Caldwell, Albert Coats, Carl Cook, Mike Malone, L.N. Oldham, Carroll Smith, David E. Steelman, Virgil West and Norbert Wieschhaus.



Picture No. 4

25-years pins were awarded to Kenneth Coleman, Harold Klinetobe, Raymond McKinzie and Bill Sturgeon, but no picture was available. Members presented with 50-year pins, but not shown, were David Hays, W.N. Snellings and Josepy Wray.



Columbia, Mo.—Picture No. 1



Faribault, Minn.—Picture No. 1



Faribault, Minn.—Picture No. 2



Faribault, Minn.—Picture No. 3



Faribault, Minn.—Picture No. 6



Columbia, Mo.
Picture No. 2

FARIBAULT, MINN.

Local 1840 celebrated its 50th anniversary with a banquet and pin presentation.

Picture No. 1: 45-year members honored were Hiram Kylo, Art Teske and Nick Tonien.

Picture No. 2: Leo Durand, Jacob Dettling and Joe Rossez were honored for their 40 years of service.

Picture No. 3: Pins were presented to 35-year members William Martino, Leon Warnemunde, Arnold Mertins, Harold Bisping and Avison Ring.

Picture No. 4: Maurice Satkum and John Anomy (not pictured) were presented with 30-year pins.

Picture No. 5: Henry Bisek was presented with his 25-year pin. Paul Stender and Marvin Willard received pins but were not present.

Picture No. 6: Receiving 20-year pins were Orland Anderka, Gerald Hildebrandt, Michael Perron and Alfred Weiland.

Not pictured were Alvin Goedtel, Lyle Koester, James Ponto and Darrel Staltz.



Picture No. 4



Picture No. 5

Columbia, Mo.
Picture No. 3

WATERLOO, IOWA

Local 1835 recently celebrated its 80th anniversary and held an awards night.

Picture No. 1: 60-year member William Ziebell.



Picture No. 1

Picture No. 2: 50-year pins were awarded to Mike Blitsch, Raymond Burk, George Johnson, Lester Larson and Fred Pedersen. Not pictured was Chet Schuler.



Waterloo, Iowa—Picture No. 2



Waterloo, Iowa—Picture No. 3

Picture No. 3: W. Edward Dyer and Harold Lehman were presented with 45-year pins. Receiving pins but not pictured were James Brown, Chris Christensen, Lyle Christensen and Marshall Croiser.



Waterloo, Iowa—Picture No. 4



No. 7—Schlimmer

Picture No. 4: 40-year members to receive service pins were William Ibach, Herbert Lehman, Verne Lowe, Robert Phelps, Wayne Slater and Ludwig Stejskal. Receiving pins but not pictured were Jesse Emery, Theodore Johnson, Luverne Sass and Otto Schmadeke.

Picture No. 5: Pins were presented to 35-year members Gerald Connor, Carl Jorgensen and Theodore Schuler. Not pictured were Kenneth Ericson, Donald Fortsch, Glen Garetson, Kenneth Hoppe and Bill McGrew.



Waterloo, Iowa—Picture No. 5



Waterloo, Iowa—Picture No. 6

Picture No. 6: Kenneth Garetson, Oliver Heins, Joseph Leach and Norbert Meyer were presented with 30-year pins. Not shown was Donald Cook and W. Dale Smith.

Picture No. 7: Raynor Schlimmer received a 25-year service pin. Not pictured were Ronald Bowers, Robert Childress, Richard Flowers and Robert Sorenson.



Waterloo, Iowa—Picture 8

Picture No. 8: Those receiving 20-year pins from Int'l. Rep. Gene Judge were Larry Barnes, Larry Courtney, William Downing, John Keith, Mike Klein, Marvin Leverington, Ed Seufferlein, Gary Sill, Judge and Merle Wilson. Those not pictured were William Bohr, Warren Doss, Cecil Holmes, Richard Meyer, Norman Pedersen and Danny Wolfram.



Oakland, Calif.—Picture No. 4

OAKLAND, CALIF.

Pile Drivers Local 34 recently held its annual Pile Drivers Old Timers luncheon at Gallagher's Restaurant in Oakland. It is one of the local's most popular events and was attended by more than 250 retirees this year.

Picture No. 1: 50-year members honored were Louis Kiesling, Rex Jones, Tommy Lund and Roy Brownell.

Picture No. 2: Pins were presented to 45-year members Winston Lloyd, Merrill Hinman, Orville Lindell, Paul Lewis, Thor Robertson, Grover Kohler and Dick Shaw.

Picture No. 3: 40-year members receiving pins included Glenn Hodgson, Jack Harris, Herman Wilkes, Jim Burnett, Bill Murphy, Wayne Underwood, John Halvorsen and Norm Bass.

Picture No. 4: Charlie Cannon, George Joslin and Joe Silva were presented with their 35-year pin.

Picture No. 5: 30-year members awarded with service pins were, front, Al Largardo, Harry Diaz and Walter Larson.

Back, Bud Gantt, Oly Winfrey, Lee Patterson, Willis Vanover and Cliff Paden.



Oakland, Calif.—Picture No. 5



Oakland, Calif.—Picture No. 1



Oakland, Calif.—Picture No. 2



Oakland, Calif.—Picture No. 3



San Diego, Calif.—Picture No. 1



San Diego, Calif.—Picture No. 2



San Diego, Calif.—Picture No. 3



San Diego, Calif.—Picture No. 4



San Diego, Calif.—Picture No. 5



San Diego, Calif.—Picture No. 6



San Diego, Calif.—Picture No. 7

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001

SAN DIEGO, CALIF.

Local 2020 recently held a gala celebration to honor its 50th anniversary. As part of the event, pins were awarded to members with 20 years or more of service. They were presented by Nicholas Hernandez, financial secretary, and B.R. Williams, secretary-treasurer of San Diego District Council.

Picture No. 1: 50-year members presented with pins were Floyd Cook (far left) and Clifford Crandall (far right). They are shown with Hernandez and Williams.

Members not pictured but receiving 50-year pins were Tom Anderson, Charles Fisher, Charles Hahling, Seaton Lawson, Jess Patterson, J.W. Ralph, William J. Riggins, J.A. Salazar and James H. Young.

Picture No. 2: Members with more than 45 years of service were John Metz, 47 years; Hernandez, Guy Thrap, 46 years; Williams, and Harold Hokkan, 46 years.

Those not pictured but receiving 45-year pins include Orra E. Bear, Fred L. Guay, Walter Middendorf, Harry Morey, James Richards, Bennie Scott, Don Sherman, Ralph C. Taylor and Holland Whinery.

Picture No. 3: Those receiving 40-year pins included, front, Clifford Cullison, 41 years; Arvid Carlson, 42 years; Walter Burrows, 41 years; and Perry Cantrell, 41 years.

Back row, Harry Rohrbach and Bernard Szydelko, 40 years; Hernandez, Williams and Joseph Melanson, 42 years.

Those not pictured are Ralph Bernard, Eugene Brooks, F.K. Claggett, Alfred Cole, Willy

Egger, William Enid, J.C. Fielder, William H. Gard, John Gwazdacz, Francis Hollenbach, Philip Jones, Kenneth Kretschmar, Carl J. Lee, Roger Legrand, Carl McCollum, Lyle Minard, William T. Moore, Henry L. Pope, William P. Reeves, John R. Sage, Marion P. Smith, Frank Snapp, Owen Tarrant, Clyde Van Winkle and Cecil Worley.

Picture No. 4: Members recognized for 35 years of service were Andrew Esparza, 37 years; Wallace Smith, 35 years; Jose Sosa, 35 years; Dortha Sanchez, office manager, 36 years; Hernandez, Eugene Kwast, 35 years; and Ralph Nazario, 35 years.

Those receiving pins but not pictured were Philip Aleto, Frank Blazier, Jack Chappell, Harold Chauncey, Elvin Green, Lawrence Hicks, Wallace Humphrey, Stefan Kochishan, Gunther Malecek, Raymond Mayfield, Jack G. Moore, Patrick Murphy, Elmer Parkey, Stanley Purczynski, Robert Ranson, Leo J. Schmitt, Rafael Vasquez, Ora White, Elwood Worster, Weldon Wilson and Faustino Zapata.

Picture No. 5: 30-years pins were given to Ruben Sotelo, 32 years; Arturo Valdovino, 30 years; Oscar Acosta, 30 years; Fernando Gutierrez, 32 years; Hernandez, Williams, Hugh Bolton, 31 years; and Pete Mariash, 31 years.

Those not pictured were Ambrose Bommarito, Neno Cellini, Robert D. Cuot, Alfred B. Davis, Willard Evans, Oskar Fiedler, John H. French, James D.K. Gartner, Leslie Isaacs, Carl Kroetz, Earl Love, Walter McDill, Claude Massengill, Dominic J. Mauro, William Moyer, Francis Mueller, Charles Novell, Mack Plunkett, Ramiro Quintania and Daniel Warczak.

Picture No. 6: 25-year members receiving service pins were, Ralph Morin, 27 years; Charles Golden, 25 years; Albert Wood, 28 years; Glen Kitchell, 26 years; Hernandez, Vincent Cisneroz, 29 years; Williams, Clyde Payne, 26 years; and Edward Nonzetta, 27 years.

Those receiving 25-year pins but not pictured are Stanley Anthony, Zoltan Buchinger, Barton Butts, Nelson Cooper, James C. Foulk, Frank A. Gonzales, R.V. Hardin, Robert L. Hawkins, Justin Hayes, Robert Howie, Hans Kneile, Malcolm McKenzie, Jose Melendez, Harold Nichols, Rosalio Salcedo, Roger Shadinger, Guy Wampler, George Weigle and Kenneth Welch.

Picture No. 7: Members receiving 20-year pins were Nicholas Hernandez, 24 years; Jurgen Cordts, 24 years; Richard Middlestedt, 23 years; David Fuentes, 21 years; Williams, and Robert Evans, 20 years.

20-year members not pictured but receiving pins were Pablo Acosta, John B. Adams, Sergio Aguilar, Luis Araujo, Richard Beckett, Ralph Boyte, Robert Bridgeford, Jose S. Castro, Gilbert Coogle, Robert Crain, Darrell Crawford, Ronald Eaton, Conrad Estrada, James Fair, Leonard Farris, Francis Formanek, Emilio Gomez, Edgar Gunnlaugsson, Refugio Hermsillo, Leonard Ingrade, Donald Landstedt, Verne Leary, Rudolph Lieras, Clarence Malz, William Messer, Ralph J. Ocheske, Dwight Painter, Arthur Reynolds, Clifford Swier, Jerry Swiger, Winifred Toby, Stephen Torres, Jack Wheeler, Lester Wiechman, Willard Williams and Norman M. Wynn.

TORONTO, ONT.



Toronto, Ont.—Picture No. 1

Local 27 recently held its pin presentation dinner/dance to honor its members of longstanding service to the Brotherhood.

Picture No. 1: Those receiving 40-year pins include Fred Bickers, Lucien Boulet, Patrick Cavender, William Davis, Herbert Girard, George Gostick, Gilbert Harrietha, Herbert Homer, Harold Ingham, Malcolm Kennedy,

George King, Frank Kingsley, Leonel Landry, Ellis Letho, Donald MacLellan, Maurice McIntyre, Elijah Menchenton, Cyril Miles, John Moran, S.E. Powell, John Randell, James Rimmer, Tom Ritchie, Philip Robichaud, Albert Russell, Naotoshi Saito, Moses Smith, Stanley Smith, Wrexford Stephen, Viljo Suomi, Fred Swenson and Stewart Warren.

Those not present for the presentation were Melvin Babcock, Nicholas Boyko, Murdock Campbell, Anthony Coyle, Harry Donson, Michael Durec, William Frenette, Frank Kukay, Ivan Lindsay, Dulo Pahikainen, Jack Parsons, Peter Rostkowski and Alexander Stewart.

Picture No. 2: 35-year pins were presented to Thomas Ambrose, Frank Celenza, Thomas Chalmers, Takeo Hirasawa, Nikitas Mavroidis, Giuseppe Mazziol, William Morris, Robert Reid, John Ritchie, J. Elwood Sproule and John Vermaskari.

Those not present were Arnolds Antons, William Beiko, Raymond Blaney, Wilfrid Blaney, Douglas Cardoza, Roger Deroo, Michael Gushue, Orval Hammond, Kenneth Hirlehey, Alex Kiss, Frank Kuzela, Cyril Lavrih, Akira Shishido, Ray Shortt, Edward Thomas.



Toronto, Ont.—Picture No. 2



Toronto, Ont.—Picture No. 3

Pictures No. 3 and 4: Members presented 30-year pins included Holger Allerellie, Albert Arsenaault, John Begg, Vic Belluz, Andrew Binnie, Peter Blonda, Luigi Bottecchia, Ambrose Bragg, Bruno Cristan, Eugene Czerwinski, Luigi Doddona, Lionel Dawson, Giovanni Di Pietro, Ronald Dodd, Domenico Donato, Michel Doroszenko, Primo Francescut, John Haugh, John Hofbauer, Kalevi Hopia, Danilo Innocente, Niels Jensen, Jack Jokela, Jack Jones, Carl Kachkowski, John Kita, George Klobucar, R.P.

Koscielny, Marco LeDonne, S. Manganaro, David McDougall, William McDowell, Hubert Meeussen, William More, Karl Nestler, Guerino Ortis, John Palo, William Parks, Giacomo Passera, Eino Patjas, Walter Pope, Jack Puffet, Henry Raddatz, Julius Raddatz, Manfred Reitt, Sergius, Veikko Saarela, Werner Sanders, Donald Saraka, Antons Silgals, Willi Stockert, Matthew Whelan, Giovanni Ziorli and Frank Rimes.

Those not in attendance were Julius Baldasti,

Gordon Burton, Willie Ender, John Geraghty, Tuomo Honkaranta, Nicos Ioakim, Yrjo Kaartinen, Albert Krupczyk, Stanley Lisowski, Luigi Lombardi, Jesper Lund, Andreas Moller, August Oad, Michael Otto, Frank Patafio, Philip Paul, Spiros Pegios, James Philcox, Raffaele Porfido, Erkki Rahtalahti, Saverio Ricci, David Sayer, George Smith, Nick Tersigni, Anton Tkatsch, Raimo Vaisanen, Reino Vakkuri, Pentti Varvas, Raymond Vokey, Shoichi Wakabayashi, Walter Wight and William Wolynec.



Toronto, Ont.—Picture No. 4



Picture No. 5: Pins were presented to the following members for 25-years of service: James Ackerman, Rheel Arsenault, Secondo Borsoi, William Bunker, Sante Canal, Bernard Conway, Gino Delzotto, Bruno Dolinsek, Renato Ermacora, Pekka Eronen, Bruno Fanti, Annibale Favot, Joe Fiorentino, Giuseppe Galessiere, Anthony Gorda, Voldemars Jankovski, Emil Kanitsch, Dietmar Kaske, Paul Knopf, Jaakko Laine, Alessandro Marcon, John McAulay, Edward McGonigall, Peter McTaggart, Victor

Meade, Mario Mirabelli, Giuliano Morassutti, Carmine Palumbo, Ronald Philp, Peter Piccinin, Romeo Poirier, Aldo Razzolini, Duncan Sangster, Michele Sartor, Domenico Simeoni, Angelo Sonego, Angelo Tanel, Arthur Trautmann, C.A. Vansuylekom, Aime Wichelhaus, Franz Wiese and Carlo Zannuti.

Those not in attendance but receiving 25-year pins were Gualtiero Antonel, Allan Babcock, Reuben Ball, Girado Bearzot, Bruno Bellissimo, James Bruce, Domenico Bucci, Fred

Chalmers, Raymond Collins, William Corley, Michael Gagar, Yoshio Kawano, Francesco Lucchitti, Veikko Makinen, Umberto Mancini, Gary Martin, Jack Mills, George Morishita, Ossi Nieminen, Vittorino Paccagnella, Robert Ross, Gerhard Schroeter, Camillo Sciulli, Kas Uyesugi, Ted Warren, E.F. Zebrauskas and Werner Zeidler.

45-year pins were presented to George Bagosy, Alfred Blaney and M. Dmytruk who were not present.



Anaheim, Calif.—Picture No. 1

ANAHEIM, CALIF.

Local 2203 recently held its annual awards meeting. A buffet was served to 180 guests, pin recipients and family members attending the ceremony. The local had 128 members qualify for the special award, with 45 members attending to receive the pins. They were awarded by Bob Hanna, executive secretary of the California State Council, and Bill Perry, executive secretary of Orange County District Council.

Picture No. 1: Hervey Pember (left) and Dewey Smith (far right) were presented with 50-year pins. They are shown with Hanna.

Picture No. 2: Members receiving their 40- and 45-year pins were, front, Robert B. Jones, Dominick Gill, Gerald Powles, Louis Gollenger, John Leberfinger, Nick Alvarez, Hervey Pember and George Baranek.

Second row: George Allison, Richard Branson, Edgar Kirkbridge, Charles Flock, President Bob Napoles and Ira Smith.

Back row: James Burroughs, Perry and Hanna.

Picture No. 3: 30- and 35-year pins were awarded to, front, Roney Patterson, Frank Glenn, William Nida, Keith Shigley, Art Turner, Edward Santry and John Valentino.

Back, Charles Orndorff, Perry, Hanna, Alfred Read and President Bob Napoles.

Picture No. 4: 25-year pins we presented to, front, John Peterman, Orville L. Harms, Lionel Perreira and President Bob Napoles.

Back, Johnny Montano, Hanna, Leroy Brink and Perry.



Anaheim, Calif.—Picture No. 2



Anaheim, Calif.—Picture No. 3



Anaheim, Calif.—Picture No. 4

HAMMOND, IND.

Local 599 recently held a special award night program to honor its members of longstanding service to the Brotherhood.



Picture No. 1

Picture No. 1: Axel Olson was honored for his 75 years with the Brotherhood.

Picture No. 2: Clarence Mosier and Sylvester Heinz were honored for their 50 years of service. Not pictured was John Stolarz.

Picture No. 3:

Those presented with 45-year pins were Henry Callantine, Oscar Wahlstrom, Russell Kelly, Leo V. Carrico, James Eminhizer, Stanley Gaida and Ray Logocki. Special recognition was given to Homer Mudd (insert) for his service. Those not pictured were Mathias Arens, Michael Ligocki and Cecil Webb.

Picture No. 4: Those awarded 40-year pins were Carl W. Bowden, Robert Novak, service representative, Lawrence Hess, Wayman Porter, Carl D. Frisk, Robert Kendall, George Wartsbaugh, Hesby Nash, Ralph Fleener,

Joseph Hoadley, Beryl Morris, Joe Patchman, Willis Postma and John Sawinski.

Those not pictured but receiving 40-year pins were Elinar Anderson, John Bradley, Fred P. Doppler, Michael A. Grimmer, Andrew J. Keith, Joseph P. Lowry, Howard Pearl, Marvin H. Ray, Walter Spencer and Henry Zat.

Picture No. 5: 35-year pins were presented to Roger L. Benson, William Luckiewicz, Daniel DeFlorio, Foster Myers, Benjamin Poleski, Joe Seneff and Paul P. Stupeck. Not pictured were Cletus N. Bach, Jerry S. Cray, Jack W. Depew, John Frank Grzych, Durwood Humble, William I. Lacket Jr., Emerson McCready, Herman K. Nashkoff and Robert D. Roberts.

Picture No. 6: Merlin V. Zahner, Edward A. Bullock, Darrell R. Basham and George A. Pooler received 30-year pins. Not pictured but receiving this pin were William S. Dunham, Eugene J. Langel and Samuel C. Whobrey.

Picture No. 7: Special recognition during the evening went to members Richard C. Simpson, Stanley Towers, Lawrence A. Strode, Melvin Brown, Axel F. Olson, Karl Peterson and John A. Horvath for their dedication. Pictured here are Peterson and Strode.

Members honored with 25 years of service were Melvin Blair, Richard L. Carnett, Charles E. Davis, Donald John Kramer and Aloysius R. Sajdyh.



Hammond, Ind.—Picture No. 2



Hammond, Ind.—Picture No. 6



Hammond, Ind.—Picture No. 7



Hammond, Ind.—Picture No. 3



Hammond, Ind.—Picture No. 5



Hammond, Ind.—Picture No. 4



TACOMA, WASH.

Retired members of Local 1689 were presented 50-year lifetime membership cards at a special spring meeting. They included, front, Bernie Myhre, Russell Mason, William Hedberg, Otto Bergmann, W.J. Miller and Lawrence Evans.

Back, William Evans, Louis Burkett, Art Wells, Joe Caruso, Tony Kalapus, William Paul and Lorentz Halverson.

Brother Hedberg, 55-year member and former business representative for the Local, passed away last summer.

in memoriam

The following list of 544 deceased members and spouses represents a total of \$1,016,773.82 death claims paid in September 1987; (s) following name in listing indicates spouse of member.

Local Union, City

- 1 Chicago, IL—Frank J. Rozich Jr.
- 2 Cincinnati, OH—Olen N. Jamison.
- 5 St. Louis, MO—John Janisch, Laverne B. Gogue (s).
- 6 Hudson County, NJ—Charles W. Lindberg, Thomas Pettit, Walter C. Linkletter.
- 7 Minneapolis, MN—Arthur A. Meyers, Arthur G. Sklenar, Einar C. Habberstad, William S. Staye.
- 9 Buffalo, NY—Stanley Ludwig.
- 10 Chicago, IL—Kenneth Milton Blose, Mark Lee Tilton, William Louis White.
- 11 Cleveland, OH—Anthony Mayernik, Eustace T. Henderson, Pat Gliozzo, Reubin D. Hubbard, Willis Thomas James.
- 12 Syracuse, NY—Floyd Doctor, John Stzechmiller.
- 14 San Antonio, TX—Jerry H. Jones, Walter C. House.
- 15 Hackensack, NJ—Anton Malvik, Calipso M. Blot, John F. Burke.
- 17 Bronx, NY—Daniel Larusso, Hamilton Parris, Louis Blumenthal.
- 18 Hamilton, Ont, CAN—Jack Brockhill, Sybil Springer (s).
- 20 New York, NY—Frank Blois.
- 22 San Francisco, CA—Christian Sollid, Coleman R. Hendon, Renaldo Montegari, William A. Hyers.
- 24 Central Connecticut—Lewis Piccoli.
- 25 Los Angeles, CA—Charles Hill, Cola Thomas, Isaac H. Apodaca.
- 31 Trenton, NJ—King David Brown, Pearl R. Hodson (s).
- 33 Boston, MA—Anne Silverman (s), Joseph J. Audiotore, Lincoln F. Davis III.
- 36 Oakland, CA—Alfred G. March, Hendrik Wolbersen, King McCullough Sr., Lawrence M. Lee Arthur, Raymond A. Goddard.
- 40 Boston, MA—John Dangelo.
- 42 San Francisco, CA—Earl H. Perry.
- 47 St. Louis, MO—Irene M. Kulp (s), Pleasant George Jenkins.
- 48 Fitchburg, MA—William Stewart.
- 49 Lowell, MA—Gottfried Herkomer.
- 50 Knoxville, TN—Joe Lee Ownby.
- 53 White Plains, NY—Rose Mercadant (s).
- 54 Chicago, IL—Carl A. Mertins, Joseph Schaden, Michael Klimenko.
- 55 Denver, CO—Casey Mitchell, Charles F. Elder, Lucy Ellsworth (s), Marshall F. Brown, Ray E. Ruske.
- 60 Indianapolis, IN—Charles E. Burns, Gerald H. Vincent.
- 61 Kansas City, MO—Charles E. Wakeman.
- 62 Chicago, IL—Martin Norling.
- 64 Louisville, KY—Galen Ballard Foley, Grover Roscoe Ash.
- 66 Olean, NY—Elof Lundgren, Hugh L. Milks.
- 67 Boston, MA—Charles A. Brauncis.
- 69 Canton, OH—Ernest Danhauser, Karl F. Steinbach.
- 73 St. Louis, MO—Audrey Mooney (s).
- 76 Hazelton, PA—Elizabeth Kreckie (s).
- 80 Chicago, IL—Joseph A. Juhasz.
- 87 St. Paul, MN—Carl Rime, Dean L. Danielson, Timothy Hayes.
- 89 Mobile, AL—William Shelby Strickland.
- 94 Providence, RI—Myron Dufreene.
- 98 Spokane, WA—Joseph Pielli.
- 101 Baltimore, MD—William E. Royer.
- 105 Cleveland, OH—Matt Matetic.
- 114 East Detroit, MI—Albert Nicol, Alois Vantongerloo, Charles Redlawski, Gilbert J. Curtis, John A. Richards, John J. Paquette, Marcel A. Kubisz.
- 115 Miami, FL—John R. Woodhouse.
- 118 Detroit, MI—Robert Hale, Shelby R. Frederick.
- 120 Utica, NY—Bernard E. Ryan.
- 122 Philadelphia, PA—Leon Novicke, Petro Myloradowycz, Roland Ward.
- 123 Broward County, FL—James Arthur Bloy, Mary C. Nuss (s).
- 125 Miami, FL—Edward Kolakowski, Eloise Wade (s), Jerymiah Washington, John Haggquist.
- 128 St. Albans, WV—Walter T. Terry.
- 130 Palm Beach, FL—John Sudri, John W. Carlson, Scipio A. Butler.
- 131 Seattle, WA—Robert G. Baker, Walter Durst, Warren C. Summers.
- 132 Washington, DC—Adelbert R. Thomas, Charles H. Williams, Howard Lester, Maryann Hardesty (s), Myrtle Brockett (s).
- 133 Terre Haute, IN—Paul A. Ellis.
- 135 New York, NY—Lucien L. Taylor.
- 140 Tampa, FL—Manuel P. Fernandez.
- 142 Pittsburgh, PA—Thomas Robert Henry Johnston.
- 149 Tarrytown, NY—Carl Smalley, Louis Gualtiere.
- 161 Kenosha, WI—Bruce G. Ehlers.
- 166 Rock Island, IL—Anna L. Lee (s), Vena Alta Helen Beresford (s), William H. Munson.
- 168 Kansas City, KS—Aloysius C. Kaiser.
- 171 Youngstown, OH—Harold F. Wehr, Joseph A. Kerul.
- 182 Cleveland, OH—Andrew Scene, Peter Sikora.
- 183 Peoria, IL—Hazel D. Collier (s), Riley E. Barnett, Virgie Vera Wieda (s).
- 184 Salt Lake City, UT—Iven Oran Lee.
- 186 Steubenville, OH—Frank P. Cox.
- 189 Quincy, IL—Albert F. Dieker, Wilbert H. Clinging.
- 199 Chicago, IL—Alexander J. Kauny, Frederick A. Couter.
- 200 Columbus, OH—Allen A. Petzinger, Charles L.

Local Union, City

- Burke, Donald E. Snyder, Joan M. McAlister (s), Louis H. Gebhart.
- 210 Stamford, CT—John C. Castronovo.
- 211 Pittsburgh, PA—Frank R. Cashdollar, John Bazy.
- 225 Atlanta, GA—Dewey G. Collett, Hoyt D. Cohan Sr., Martin L. Abernathy.
- 232 Fort Wayne, IN—Clifford J. Hess.
- 235 Riverside, CA—Robert N. Wolcott.
- 246 New York, NY—Dominick DePalma, Herbert Nesbit, Jacob Weintraub, Morris Schoenbrum, Nicolae Zauner Sr.
- 247 Portland, OR—Edith Dery (s), Melvin P. Logan.
- 250 Waukegan, IL—Paul H. Nelson.
- 254 Cleveland, OH—Mary Joan Sarris (s).
- 257 New York, NY—Arvid Kaattari.
- 260 Berkshire Cnty., MA—James J. Farrel.
- 262 San Jose, CA—Albert Camicia, Richard Joseph Neumann, Tony Fotopoulos.
- 264 Milwaukee, WI—Anna D. Reid (s), Arthur L. Ormosen, Edward J. Hermann, Robert A. Noet, Walter H. Doperalski.
- 265 Saugerties, NY—John Lacey.
- 267 Dresden, OH—John H. Mahon.
- 269 Danville, IL—Leo Ray Songer.
- 275 Newton, MA—George W. Haines, Harry James Oldford Sr.
- 280 Niagara-Gen & Vic, NY—Marion V. Otto (s).
- 283 Augusta, GA—William Leonard Templeton.
- 296 Brooklyn, NY—Gustaf Wallin, James A. Nilsen, Max Wornow, Philip Ostrin.
- 297 Kalamazoo, MI—George Machin.
- 302 Huntington, WV—George H. Sellards.
- 314 Madison, WI—Clairmont M. Swenson, Preston J. Erdahl.
- 316 San Jose, CA—Delbert M. Wells, John H. Perry.
- 319 Roanoke, VA—Ralph Santolla, Thomas R. Goodman.
- 329 Oklahoma City, OK—Charles L. Swimley, Charlie W. Wright, Raymond Ruben Baker.
- 335 Grand Rapids, MI—George Palmer Wood.
- 338 Seattle, WA—Alfred Joseph Martel.
- 343 Winnipeg, Mani, CAN—Dave Pearson.
- 344 Waukesha, WI—Lawrence A. Persch, Ludwig C. Schroeder, Wilhelm Fleischmann Sr.
- 345 Memphis, TN—Richard D. Mills, William M. Delk.
- 348 New York, NY—Elsie Rammer (s), Rasmus Anderson.
- 357 Draffenville, KY—Imogene Maggie Neale (s).
- 359 Philadelphia, PA—Elaine Lande (s), Frank A. Portone, Michael Wolfert.
- 361 Duluth, MN—Adam Cich, Frank E. Lewis.
- 369 N. Tonawanda, NY—Elwin P. Wixson, Robert E. Hyorth.
- 370 Albany, NY—Raymond S. Jones, Robert Garcia.
- 372 Lima, OH—Clyde L. Bryan.
- 379 Texarkana, TX—Milton J. Clements.
- 398 Lewiston, ID—Orill I. Savage (s).
- 402 Northampton, MA—Irving G. Witt.
- 417 St. Louis, MO—Harry A. Tiesmeyer, Robert T. Fitzgerald.
- 429 Arlington, TX—Cloyd D. Cooper, Hugh D. Cox.
- 433 Belleville, IL—Leroy Kasschaum.
- 434 Chicago, IL—Eugene Bouma, James L. Agee.
- 437 Portsmouth, OH—George R. Price.
- 454 Philadelphia, PA—Fremont Hugh Dunn, Henry McPherson.
- 465 Chester County, PA—Thomas Phiel.
- 470 Tacoma, WA—Berthena Ansberry (s), Edward J. Urbanec, Ruby V. Rustom (s).
- 483 San Francisco, CA—Jerome D. Casto.
- 492 Reading, PA—Franklin L. Krick Jr.
- 502 Port Arthur, TX—Berchman Savoy, Kathryn E. Litchfield (s), William Alfred Smith.
- 510 Berthoud, CO—Carl W. Anderson.
- 514 Wilkes Barre, PA—John Skarowski, Willard S. Putterbaugh.
- 515 Colo Springs, CO—Clarence Holcombe, Virginia Lee May (s).
- 518 Sistersville, WV—Harry W. Smittle.
- 531 New York, NY—Joseph Naso, Sebastiano Colanimo.
- 532 Elmira, NY—Gerald E. Holden Sr., Walter D. Spearan.
- 538 Concord, NH—Theodore Piwowarczyk.
- 543 Mamaroneck, NY—Mary Luhrs (s).
- 546 Vincennes, IN—Charles V. Billingsley, Lois L. Dillon (s).
- 551 Houston, TX—Bessie I. Henry (s), John J. Pizzutti Jr.
- 556 Meadville, PA—Ellsworth W. Bernarding.
- 558 Elmhurst, IL—Billy Mac Knieg, Elizabeth B. Schmitt (s).
- 563 Glendale, CA—Edward Raul Wales, Kenneth Shoebotham.
- 569 Pascagoula, MS—Elizabeth Simmons (s), Oliver Horace Shepherd.
- 586 Sacramento, CA—Clarence Heckle.
- 600 Lehigh Valley, PA—Jay Miller.
- 603 Ithaca, NY—Edward R. Pelto, Waino Pyhtila.
- 608 New York, NY—James P. McClenaghan.
- 620 Madison, NJ—Betty Kovach (s), Harry Howard Hamm, Henry H. Cook, William Teets.
- 621 Bangor, MA—Walter M. Howard.
- 622 Waco, TX—Clarence Barnes, Lemuel O. Matthews.
- 625 Manchester, NH—Allie L. Hall, Joseph A. Deraps, Roger J. E. Bosse.
- 626 Wilmington, DE—Irvin N. Pinder, Vitus Broomall.

Local Union, City

- 642 Richmond, CA—Iva Maude Overland (s).
- 654 Chattanooga, TN—Hassell Bill Lynn.
- 665 Amarillo, TX—Grady Olen Darnell, James Henry King, Joe J. Miller.
- 690 Little Rock, AR—Laura Evelyn Wilson (s).
- 701 Fresno, CA—Guy M. Holmes, Marvin J. Hance.
- 720 Baton Rouge, LA—James L. Font.
- 739 Cincinnati, OH—Paul N. Fountain.
- 743 Bakersfield, CA—Coy Edwin Murphey, Jack Arnold Williams, Lois Marguerite Rinard (s).
- 751 Santa Rosa, CA—Otto Gust Radons.
- 804 Wisconsin Rapids, WI—George J. Weister.
- 815 Beverly, MA—Edwin J. Humlin.
- 839 Des Plaines, IL—George Schrambeck, Harold E. Martens.
- 844 Canoga Park, CA—Chelsie E. Dameron, John Chaban.
- 846 Lethbridge, Alta, CAN—Helen Dier (s).
- 865 Brunswick, GA—Ehel C. Mumford (s).
- 871 Battle Creek, MI—Charles H. Aurand, Donald L. Schoonard, Ralph Wesley Haines.
- 898 St. Joseph and Benton Harbor, MI—Cecile K. McCombs (s).
- 902 Brooklyn, NY—Bernhard H. Soro, Fritz Kamp, John Andersen, Thomas Pierno.
- 906 Glendale, AZ—Bernard F. Walsh, Marie C. Smith (s).
- 929 Los Angeles, CA—Steve Sass, Sylvan Percy Halfhill.
- 930 St. Cloud, MI—Walter Grenier.
- 933 Hermiston, OR—Alvin E. Poulson.
- 938 Richmond, MO—David F. Sims.
- 943 Tulsa, OK—Arley Lafayette Burns.
- 944 San Bernardino, CA—Donald W. McEuen, Lloyd C. Harter.
- 953 Lake Charles, LA—Victor Frederick.
- 974 Baltimore, MD—Stanislaw Daszkiewicz.
- 978 Springfield, MO—Robert W. Mason.
- 998 Royal Oak, MI—Ann Miskovick (s).
- 1000 Tampa, FL—William P. Harlow.
- 1030 Province of Ontario—Emilien Delarosbil.
- 1031 Louisville, KY—Charles B. Rice, Henry Calvin Heden.
- 1040 Eureka, CA—Helen Pearl Quillen (s).
- 1042 Plattsburgh, NY—John W. Hewitt.
- 1050 Philadelphia, PA—Peter Dellorefice.
- 1053 Milwaukee, WI—Edmund A. Murawski.
- 1055 Lincoln, NB—Frank W. Wollenberg.
- 1062 Santa Barbara, CA—Frank C. Minten.
- 1074 Eau Claire, WI—Melvin Anderson.
- 1081 Kitimat, BC, CAN—Odd B. Olsen.
- 1089 Phoenix, AZ—Robert Eager, William C. Christian.
- 1098 Baton Rouge, LA—Curtis C. Luttrell, Peter A. All Sr.
- 1108 Cleveland, OH—Helen Rebrovich (s).
- 1125 Los Angeles, CA—Louis Robert Moreno.
- 1132 Alpena, MI—Lester Menier.
- 1138 Toledo, OH—James S. Crandall, Phyllis Oliver (s).
- 1140 San Pedro, CA—George H. Wilmes, Mercedes Rodriguez Carmona (s), Ralph M. Gephart.
- 1143 Lacrosse, WI—Peter A. Johns.
- 1149 San Francisco, CA—Grant McKenzie.
- 1172 Billings, MT—Leroy Jesse Kikkert.
- 1185 Chicago, IL—Ardell B. Sutton.
- 1194 Pensacola, FL—Bartlett I. Rowell, William Lee Rainier.
- 1205 Indio, CA—Olon Clarence Tapley, Orlay Armstrong.
- 1207 Charleston, WV—Dallas O. Estep, Hoyle O. Neal.
- 1216 Mesa, AZ—Richard W. Bleakney, William T. Stansell.
- 1222 Medford, NY—Arne M. Thompson, Eugene MacArthur.
- 1263 Atlanta, GA—Viva Mae Lamb (s).
- 1266 Austin, TX—William Fritz Thiem.
- 1273 Eugene, OR—Nels B. Forsman.
- 1280 Mountain View, CA—Charles E. Daily.
- 1292 Huntington, NY—Dennis Leblanc, John August Matson, John G. Morris.
- 1296 San Diego, CA—Durdard F. Reeder.
- 1300 San Diego, CA—August L. Unser, J. C. Cody, Rafael B. Nagana.
- 1301 Monroe, MI—Charles Vern Wagoner.
- 1305 Fall River, MA—Francis J. Parker.
- 1307 Evanston, IL—Alfred Line, Charles Ray Johnson, Ralph Knight.
- 1310 St. Louis, MO—Annie Mae Smith (s).
- 1342 Irvington, NJ—Muriel Abramowitz (s).
- 1347 Port Arthur, TX—William Arless Steele.
- 1365 Cleveland, OH—Andrew J. Komara.
- 1373 Flint, MI—Earl Dunbar Meyer.
- 1382 Rochester, MN—Clarence F. Peters.
- 1393 Toledo, OH—Wilson P. Minier.
- 1396 Golden, CO—Kenneth H. Ward.
- 1400 Santa Monica, CA—H. Alex Hakanson, William H. Shelby.
- 1402 Richmond, VA—Dolman Willie Presnell Sr.
- 1407 San Pedro, CA—George Nichols, Manuel M. Diaz.
- 1408 Redwood City, CA—Cecil Charles Pierce.
- 1419 Johnstown, PA—Jeannette M. Weaver (s).
- 1426 Elyria, OH—George J. Krozier.
- 1434 Moberly, MO—Vernon E. Hagar.
- 1437 Compton, CA—Erick A. Carlson.
- 1453 Huntington Bch, CA—David A. Smith.
- 1454 Cincinnati, OH—Bessie M. Kuhnhen (s), Edward A. Johns.
- 1456 New York, NY—Emil W. Storkull, Margaret Johnsen (s), Sverre Johnsen.
- 1471 Jackson, MS—William J. Smith.

IN MEMORIAM

- 1476 Lake Charles, LA—George L. Davis.
 1478 Redondo, CA—Stella Smith (s), Walter A. Woodruff.
 1489 Burlington, NJ—Franklin Rode.
 1496 Fresno, CA—Alex Horn.
 1507 El Monte, CA—Cibbie Beatrice Anderson (s), Hallie V. Robey (s), James B. McClain, Lehman F. Baker.
 1839 Chicago, IL—Henry P. Rush Jr.
 1853 Culver City, CA—Jesus Alvarado Herrera.
 1571 East San Diego, CA—Calvern Douglas Oates, Frank E. Sherman, Harry S. Keenan Jr., John M. Killam, Martha Irene Maki (s), William Schroeder.
 1590 Washington, DC—Francis W. Cappella.
 1599 Redding, CA—Hazel S. Davis (s).
 1607 Los Angeles, CA—Charles E. Meadors, Nola Coley (s).
 1608 S. Pittsburg, TN—Blanche J. Capps (s).
 1622 Hayward, CA—Clyde A. Butterfield, Glenn Forwood Jr., John Leo Rei.
 1632 S. Luis Obispo, CA—Eulah Faye Mattson (s), Lucille A. Walker (s).
 1641 Naples, FL—Albert Johnson, Omar Huskey.
 1644 Minneapolis, MN—Arvo R. Maki, Edward A. Hockstein, Kenneth G. Erickson.
 1683 El Dorado, AR—Walter N. Mitcham.
 1718 Vancouver, WA—Magdalene Elizabeth Salvay (s), Wesley E. Groat.
 1733 Marshfield, WI—Arno W. Guk, Herman H. Griep, Karl W. Franz, Richard F. Pacourek.
 1749 Anniston, AL—Marshall M. Wakefield.
 1752 Pomona, CA—Anthony Gus Mussachia.
 1764 Marion, VA—Gray Edmiston.
 1772 Hicksville, NY—Boleslavs Gribulis, Jonas Hopp, Joseph Batwell, Stanley Buchinski.
 1778 Columbus, IN—Jack H. Callahan.
 1797 Renton, WA—Benjamin Oliver Bealmer, George Francis Robertine, John Leo Curran.
 1801 Hawkins, WI—Theodore M. Strand.
 1815 Santa Ana, CA—Charles T. Coghill Sr., John David Stewart, Walter F. Werner, William C. Yarbrough.
 1832 Escanaba, MI—Harold A. Gagnon Jr.
 1837 Babylon, NY—Frank S. Honick, Mary Galletta (s).
 1839 Washington, MO—William B. Buscher.
 1845 Snoqualmie, WA—Fred R. Fredrickson.
 1846 New Orleans, LA—Charles M. Beck, Frank J. Busby, William D. Norris.
 1849 Pasco, WA—Marie Gates (s).
 1856 Philadelphia, Pa—David Stroman.
 1871 Cleveland, OH—Patrick O'Connor.
 1889 Downers Grove, IL—Elmer A. Frederick.
 1911 Beckley, WV—Francis E. Hinkle.
 1913 Van Nuys, CA—Harold H. Jensen, William C. Montgomery.
 1914 Phoenix, AZ—Neville F. Ahrens.
 1929 Cleveland, OH—James T. McCrae.
 1987 St. Charles, MO—Charles L. Crane, Hubert Lee Boyer, William J. Voges.
 2003 Morrisville, NC—Edgar J. Lyons.
 2006 Los Gatos, CA—Benjamin A. Aguilar, John W. Callaway.
 2012 Seaford, DE—William Hastings.
 2015 Santa Paula, CA—Carl D. Alt.
 2018 Ocean County, NJ—Rosemary Hermann (s).
 2033 Front Royal, VA—Jesse Franklin Jenkins, Robert S. Zerby.
 2046 Martinez, CA—Eual H. Griffin, Eva M. Haka (s), Laura Susan Sunnarborg (s).
 2047 Hartford City, IN—Shelia Lambert.
 2076 Kelowna, BC, CAN—Donald A. Warren.
 2078 Vista, CA—Mary C. Brewer (s).
 2172 Santa Ana, CA—William H. Bass.
 2203 Anaheim, CA—Gwynne D. Cos (s).
 2239 Fremont, OH—Clifford E. Jay.
 2265 Detroit, MI—Paul F. Markovich.
 2287 New York, NY—Frank Free.
 2288 Los Angeles, CA—Jose A. Lujan, Ralph E. Myers, Stanley J. Senessen.
 2292 Ocala, FL—Ramona Cody (s).
 2361 Orange, CA—Lois A. Cody (s).
 2375 Los Angeles, CA—Ernest G. Vasquez, Lillian V. Antilla (s).
 2391 Holland, MI—Clifford J. Vanderkolk.
 2396 Seattle, WA—Oren R. Chaffee.
 2403 Richland, WA—Helen L. Seyler (s).
 2431 Long Beach, CA—James Aaron Milford, Thelma Kelson (s).
 2463 Ventura, CA—Carl J. Voris, Emma Koval (s), Ruby J. Page (s).
 2520 Anchorage, AK—Frederick Joseph Donnelly.
 2627 Cottage Grove, OR—Virgil E. Kenyon.
 2633 Tacoma, WA—Oscar T. Gerow.
 2682 New York, NY—Gwendolyn Smith Miller.
 2693 Pt Arthur, Ont, CAN—Lawrence N. Quesnel.
 2739 Yakima, WA—George Willard Castor, Lawrence H. Blanchard.
 2767 Morton, WA—David E. Armstrong.
 2834 Denver, CO—Hazel M. Fulton (s).
 2881 Portland, OR—Albert W. Delborg, Joseph A. Dow, Rudolph A. Malensek.
 2927 Martell, CA—David L. Sherman.
 2947 New York, NY—Alejandro Sanchez.
 2965 Toronto, Ont, CAN—Antonio Manzo.
 3038 Bonner, MT—William Cadieux.
 3073 Portsmouth, NH—Stephen S. Fritz.
 3074 Chester, CA—Hans B. Griebau.
 3088 Stockton, CA—Abilio L. Mello (s).
 3127 New York, NY—Oreste J. Libutti.
 3141 San Francisco, CA—Fred G. Naugayan.
 3161 Maywood, CA—George W. Cannine, Raul A. Munoz, Rigoerto G. Ulloa, William Hauck.
 7000 Province of Quebec LCI 134-2—Edouard Larose, Felicien Gardner, Medard Lecuyer.
 9042 Los Angeles, CA—Donald E. Baker.

Dishonor Roll

Continued from Page 8

Hundreds of laid off MCI Corporation workers across the country have been assisted in their struggle against the giant communications company by the Communications Workers of America. "These men and women are not represented by any union. Accordingly, MCI felt free to fire them, with no notice and no consideration of their personal situations," CWA president Morton Bahr said.

The focus of the CWA effort is Southfield, Mich., where 450 employees were terminated shortly after they filed a union representation petition with the NLRB, asking that CWA become their bargaining agent.

In Cincinnati, Ohio, the U.S. Playing Card Company unilaterally imposed drastic wage and benefit cuts on its employees after their contract expired. When the workers, members of the Retail, Wholesale and Department Store Union protested, they were locked out.

"We want to resolve our differences through negotiation," RWDSU President Lenore Miller said, "but until the company bargains fairly, we will pursue the AFL-CIO authorized boycott against its products and enlist other expressions of support from the rest of the labor movement."

"American corporations will not be able to compete in national and world markets by undercutting the rights of the workers who are the backbones of their industries," Samuel concluded. "'Competitiveness' is a legitimate goal, but these companies are using it as an excuse to destroy our tradition of coordinated action through labor unions. We will continue to fight that attitude so long as it persists."

Another employer in an industry served by members of the UBC was on a previous IUD Dishonor Roll. In 1984 the Brotherhood nominated Louisiana-Pacific Corporation which was already being boycotted by UBC members for its unfair labor practices in the Pacific Northwest.

Profile, BE & K

Continued from Page 9

and paper employees" in order "to clear ourselves of a previously established work ethic."

BE & K's prominence in the highly profitable paper industry, the growing number of union disputes with the company, its emerging role as a hired strikebreaker in the paper industry, and its highly visible role with ABC are key factors that have led the Carpenters and Paperworkers unions to implement a national campaign against BE & K.

Lady of The Rockies

Continued from Page 16

ride through the streets of Butte that night, and the sirens summoned well-wishers outdoors for loud cheering and thumbs up signs.

Many were stirred and will continue to be touched at the sight of the Lady of the Rockies. While she was still in Roberts equipment yard, Donna Larson visited the statue and wrote the following:

"I paid a visit to 'Our Lady of the Rockies' this Wednesday afternoon, although it felt more like a pilgrimage. As I stood looking up at her wonderful face—so beautifully formed—a feeling of humility, awe and wonder came over me.

"To think that human hands could fashion such delicate large work in steel. Standing at the base of her bust, I felt as tiny as a mustard seed and so very insignificant.

"I touched the folds of her garment flowing down her stately shoulders—the sun had warmed the pure white steel and had given the steel the feeling of a fine white satin garment—you could feel a holy presence there—and I took a moment to pray.

"It was then I knew that 'Our Lady of the Rockies' will not be just an ordinary statue of steel—but it is the form of the blessed mother of God made possible by the thankfulness, prayers and dreams of many human beings—designed and fashioned by people of great faith, vision, artistry, hope and dreams . . ."

After the Lady was in place, Roberts commented, "Those of us who have contributed to Our Lady of the Rockies have no illusions about the statue. It is only pieces of sheet steel welded together to symbolize love and motherhood. It is not something to worship. But we hope it becomes an object of respect."

The town is getting ready to celebrate its third Christmas with the Lady of the Rockies overlooking them. And like the first Christmas in Bethlehem, what a blessed event it will be.

Bridgeport Collapse

Continued from Page 6

Culver said that the NBS report demonstrates the need for independent professionals to review lifting procedures and the need to improve the integrity of buildings so that, if one part fails, the entire structure will not collapse.

California Retirees

Continued from Page 25

In the beginning, meetings were held at various local halls. In 1974 the club moved to a church in Berkeley. In 1979 they moved to Local 36. At present they are meeting in a new building, their own.

They still collect eyeglasses for the needy, have a yearly craft and hobby show and have an installation and Christmas dinner at area restaurants.



WINTER FACE MASK

The Weatherguard[™] is designed to protect workers eyes, face and neck from the wind and cold. It features a respirator which warms the air for breathing and functions for extended periods without restricting breathing. The lens is ventilated and separated from the respirator for excellent fog-free visibility and meets Ansi Z87.1 for face shields. The Weatherguard[™] can be worn with glasses and

fits comfortably under hats, hoods, hard hats and other headgear. Other features include a lightweight high impact plastic body, a super soft foam lining and a wide adjustable headstrap. The Weatherguard[™] is available in black or clear and comes in a small size. The lens is replacable and comes in clear, smoked or amber. Retail is \$19.95 each. Patents pending. Further information contact: Allan R. Markert, 138 E. Sims, St. Paul, MN 55117. Telephones: (612) 224-5322 or (612) 736-5441.

CARPENTER PENCILS

The Irwin Company has added carpenter pencils to its line of hand and marking tools. The medium lead, 7-inch flatwood pencils can be sharpened and are Made in U.S.A. They are packaged 12 to a carton.

For more information about Irwin carpenter pencils, contact Diane Schikowitz, Product Manager, Irwin Measuring Tools Division, 217 River Drive, Patchogue, New York 11772. Or call (516) 289-0500.

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CHANGEABLE CHUCK



Changing drill bits can be a snap with the new Cosmos Quick-Change Drill Chuck, we are told. This device replaces the standard key chuck on an electric or compressed air drill. Bits are held by collets that snap into the "Quick-Chuck" and are instantly ready for use. This eliminates the practice of trying to save time by keeping commonly used bits installed in separate drills. When a rarely used bit is needed, a special adapter allows the key chuck to be replaced and the bit is secured in the usual manner.

Quick-Chuck versions are available for either standard 3/8-inch drills or standard 1/2-inch drills, including 15 and 20 inch drill presses. A basic starter set includes the Quick-Change chuck, adapter, and four collets used for \$49.95. Additional collets are sold separately. Also available is a magnetized adapter that holds 1/4-inch hex shanked screwdriver bits. STI Products, 6603 Queen Ave. S, Ste. I, Minneapolis, Mn. 55423.

ASBESTOS WASTE

A British-developed process transforms waste asbestos into a totally harmless glass substance which remains forever safe, even if broken or melted to avoid environmental hazards. Unlike methods which seal toxic wastes inside other materials, Vitrifix eliminates environmental and health problems by physically changing the asbestos. In the process the asbestos waste is melted in a furnace with cullet and other additives at around 1400°C. The asbestos is absorbed into the glass to produce a totally safe glass material, according to British Information Services.

Recent trials at a power-station demolition site proved completely successful. Portable units for on site use and permanent units to process all types of asbestos from a variety of sources will be available.

The cost of disposing of asbestos safely by the process is said to be about the same, if not less, than bagging and dumping systems. The process involves using waste glass (cullet), possibly from bottle banks.

The world's first Vitrifix furnace was used recently to process 165 tons of asbestos material at the Faslane Trident submarine base in Scotland. The system used a 5-1 per day furnace, but sizes from 1 to 100 t per day are possible.

Inquiries from prospective US agents are welcomed by company or may be sent to the company in care of British Information Services, 845 Third Avenue, New York, N.Y., 10022, for forwarding.

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Who pays the piper for Black Monday's stock market blues?

The White House Teflon is wearing thin, as Congress works to trim the deficit.

For once, a national economic problem has not been blamed on labor unions, their members and their policies.

In fact, I suspect that, if it hadn't been for labor unions and their fight over the past two decades for federally-protected pension funds and their stock portfolios, the problem might have been worse than it was.

I'm referring, of course, to the stock market crash of October 19, Black Monday, as it has been called, the drop of American dollars on Wall Street heard round the world and their resulting afterquakes in London, Tokyo, Hong Kong and every other financial center on the globe.

After two generations of assurances that it couldn't happen, the dangers created by unrestricted money mergers and unbalanced trade have finally been revealed.

Texas billionaire H. Ross Perot said afterwards it was "God tapping us on the shoulder" and "warning us to get our act together."

Only a few months before the recent financial meltdown on Wall Street, President Ronald Reagan stood on the steps of the Jefferson Memorial in Washington, D.C., in a rally organized by the U.S. Chamber of Commerce, and he told the American people that he was pushing for "four essential economic freedoms." He listed them as "the freedom to work, the freedom to make a profit, the freedom to own property and the freedom to participate in a free market." Judging by the president's constant attempts to eliminate government regulations, he might have added "the freedom to wheel and deal."

Let's look at these "four economic freedoms" and how they apply to Black Monday:

The freedom to work, under seven years of conservative White House interpretation means

the "right to work." President Reagan has stated, as far back as his first campaign for the presidency, that he would do nothing to cause the repeal of state "right to work," union busting laws.

As to the freedom to make a profit, well, we know who's been able to make all those tax-free profits. It hasn't been the average wage earner.

The freedom to own property. That's nothing new. That freedom was guaranteed by the U.S. Constitution, two centuries ago. Unfortunately, fewer and fewer Americans are able to own property, whether they're free to do so or not. They're lucky, if they can pay the rent.

As to the last one, the freedom to participate in a free market, that "freedom" has helped to get us into the financial mess we're in today.

For several years the free-trade lobby has been painting terrifying pictures, describing how a strong trade bill would cause a loss of jobs and rising consumer prices. Year after year, the free traders have thrown up roadblocks to honest trade reform legislation, allowing the big import firms and multinational corporations more and more time to reap their ill-gotten profits and causing the U.S. dollar to be devalued more and more on world currency markets.

After President Reagan listed his four "essential economic freedoms" in that speech in Washington, he rolled out his catch-all solution to every economic problem facing the nation—a balanced federal budget.

He told his audience at the Jefferson Memorial, "The centerpiece of my economic bill of rights . . . is a long-overdue constitutional amendment to require the federal government to do what every family in America must do, and that is live within its means and balance its budget.

"I will again ask Congress to submit a balanced budget amendment to the states. And if the Congress will not act, I'll have no choice but to take my case directly to the states."

It's hard to disagree with a balanced budget in principal, but in this era of international financial intrigue, it's an unrealistic priority, especially for the Reagan administration. The Carter administration was running a federal deficit of \$60 billion when it left office. In seven years, the Reagan administration has run up a deficit of some \$172 billion! President Reagan has sent seven budgets to Capitol Hill in his seven years in office, and his Office of

Management and Budget has never, during that time, set a course toward a balanced budget.

Why now?

Apparently because the White House does not have practical solutions to either the budget dilemma or the deficit dilemma. Meeting in conference with congressional leaders, last month, the president's aides have only been able to whittle approximately \$23 billion from the mounting multibillion dollar budget.

Meanwhile, the world stands by anxiously to see what solutions are offered. The president's teflon is wearing thin.

I have one suggestion: I read an Associated Press report the other day which says the president and two federal agencies want to build a \$3.3 billion airplane, which the president has dubbed "The Orient Express." According to the AP story, the plane would be the largest research aircraft project ever undertaken in the United States, developing a 17,000 mph plane capable of flying from New York to Tokyo in two hours. This would be a joint program of the National Aeronautics and Space Administration and the Defense Department, and the research would be carried out by three of the nation's aircraft builders. The plan is to have two of these aircraft ready for 1993.

Now, I'm in favor of workers in the nation's aircraft industry being employed, but I'd certainly prefer to see that money assigned to the task of providing the essential needs of the population for food, shelter, health care and the basics of survival in this uncertain world. I, for one, never expect to have to get to Tokyo in two hours . . . not in my lifetime.

Which brings me to another Reagan budget-busting expenditure. I saw the other day that the "Star Wars" program—which is steeped in controversy among scientists and other people who should know—that Star Wars will eventually cost the people of the United States as much as the entire federal expenditure for maintaining our standing army, navy, air force and marines.

The president should turn his attention to the factors in the stock market which caused the crash of October 19—the takeovers of companies and the closing of domestic manufacturing plants by greedy Wall Street raiders, inflating stocks right and left; the showering of unneeded funds on the defense establishment, inflating the value of our defense industries. At the same time the administration has cut back on funds needed to combat the multibillion dollar traffic in the

illicit drug industry, which inflates money and produces no goods and services.

Some bullets are going to have to be bitten before the world economy is stabilized. Some political patronage is going to have to go by the board. Some sacred cows in legislator's home districts—which are being maintained at great expense to taxpayers and which serve no useful purpose—are going to have to be closed out.

Banks are going to have to cut back on unsecured loans to Third World countries which offer no possibility of repayment.

The funds saved by such austerity moves should be put into job creation and funneled into low-interest home mortgages, better transportation facilities and environment protection.

Debts have to be paid. Fiscal responsibility must again be the rule. Union members, wage earners, farmers, home owners and homeless street people should not have to pay the piper for the financial world's mistakes. More regulations may be needed, not less.



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